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TRENDS

Education

Employment

Population

CHALLENGE 2000

592 Tenth Street, N.W. • Atlanta, Georgia 30318-5790 • 1989 • $7.50

SREB

Southern Regional Education Board

PREFACE

Predicting the future is not an exact science. At best it is well-informed guesswork. Looking back at where we have been and examining trends to shed light on where these trends *may* be taking us is not predicting *the* future, but it is predicting *a* future.

A picture of what "might be" can help us define what we think "ought to be." These analyses of trends and projections are intended as tools to help leaders evaluate trends in their own state and to see the future that these trends project. Parts of that future pertaining to education may be unacceptable. In many cases we believe they are. We urge state leaders to set goals for education that will alter the future of educational achievement and attainment and, as a result, the quality of life.

To provide these tools to state leaders, a series of technical analyses and projections were prepared by Dr. Eva Galambos for the Southern Regional Education Board (SREB) and were used by its Commission for Educational Quality in developing SREB's *Goals for Education*. The technical reports are based primarily upon employment, population, and labor force projections developed in 1987 by the National Planning Association (NPA), a private, non-profit, independent organization. Other sources of data include the United States Census Bureau, the Bureau of Labor Statistics, the Office for Civil Rights, and several state agencies.

The National Planning Association projects populations for "whites" and "non-whites." Non-whites in the NPA data consist mainly of blacks, Asians, and American Indians. Because Hispanics were not identified separately in the NPA data, Census Bureau data were used to determine and project Hispanic populations. Hispanics currently represent 7.5 percent of the white population in the United States, therefore, "non-white" and "minorities" are not synonymous terms.

The projections of public school and college enrollments and educational attainment levels for the year 2000 are based on what the SREB staff believe are assumptions that most closely parallel present trends. The critical assumptions made by SREB staff are identified in this report and a technical appendix. *

* Copies of the technical appendix, including state-by-state information in more than 50 tables, assumptions, and methodologies, are available from SREB at $10.00 per copy.

TRENDS

Education

Employment

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CHALLENGE 2000

"Several trends are virtual certainties . . . . Other predictions are not certainties; they can be altered in the decade ahead . . . . If current situations prevail in the year 2000, too few children will be ready for the first grade or will graduate from high school. Not enough minority students will complete high school and college, and too few citizens will have a college degree."

Goals for Education
CHALLENGE 2000

Dramatic changes in employment opportunities, the labor force, and the population are certain to occur nationally and in the region during the 1990s. By the year 2000—

- Overall the population and the labor force will be older;
- Blacks, Hispanics, and other minorities will comprise a larger portion of the population;
- Over 8 million of the 10 million new jobs projected for the region will require a high school education, and an increasingly larger percentage will require some postsecondary education;
- The national and state economies will be increasingly interrelated with the global economy and there will be very real consequences—that is, jobs or lack of jobs—for communities, states, and nations in this global economy.

Current educational trends could yield a future for the region in which—

- Too few students will be ready for the first grade and too few will graduate from high school;
- Minority students will continue to have lower levels of academic achievement, higher dropout rates, and lower levels of literacy than their white counterparts;
- College enrollments will decline and the disparity in the rates at which black, Hispanic, and white students attend college and earn college degrees will continue;
- Many states, and their citizens, will not be prepared for the jobs requiring higher skills that are projected to be available.

The Southern Regional Education Board's Commission for Educational Quality has asserted that this is an "unacceptable future." A future with improved employment and higher standards of living depends on changing these educational trends. These were the conclusions of the Commission in its report, SREB's *Goals for Education*.

The jobs projected for the future clearly indicate the need for a more educated work force.

A large segment of the population, the very young and the elderly, will be dependent on a relatively smaller workforce.

Minorities will become an increasingly large component of the population and of the workforce.

Current levels of educational attainment will not produce enough people who will have the

skills and education to fill the kinds of jobs available in the 21st century.

In the 1970s and 1980s SREB states have made significant gains in the percentages of their citizens who complete four years of high school or more, but significant gaps remain between regional and national levels of educational attainment. The gaps between educational attainment levels of whites and those of blacks and Hispanics are even greater than the overall gap between the region and the nation.

Much attention is given here to ethnic data. There are many practical reasons for this. Minority groups, especially blacks and Hispanics, are an increasingly larger portion of the labor force in the SREB region. In the past these citizens have not attained the educational levels of the white population. Nor do they at present. These are not simply educational statistics.

The consequences of these lower educational levels are very real. Low incomes and high unemployment, especially for black and Hispanic citizens, are two of the most obvious. This situation is not new. Why then will it matter to *all* citizens, in the 1990s and beyond, that minority youngsters and adults be more successful in school and college?

It is a simple fact that unless blacks and Hispanics make real educational gains, many SREB states will not have economies that can compete in national and international markets. Even though the United States is riding one of the longest economic expansions in decades, the signs of stress are present in many states. When 1989 began, six of the SREB states were among the ten states with the highest unemployment in America.

As economic competition becomes more intense among states and among nations—and it will—the "margin for error" shrinks. States that have large numbers of school dropouts, small numbers of college graduates and, therefore, big percentages of citizens who are not fully productive will be in more trouble than at present.

The economic future of states might be compared to that of a ball team that finds itself playing in a new league, one where the competition is stiffer. The team may find that, while it has some good players, many do not have the skills to compete in this new league. Unless the team is able to raise the skills of more of its players, it will lose in these more competitive circumstances, even though it may have been holding its own with the old competition.

The new economic competition that is here now, and will only grow for states, is no game. The consequences—loss of jobs and depressed standards of living—affect all citizens.

If SREB states are to have educational systems and economies that work in the 1990s and beyond, blacks, Hispanics, native Americans, and other minorities must fare better in the educational system. The educational disparities between whites and minorities, and between the South and the nation, must be reduced and, in the long term, eliminated.

Will we challenge the future? Will we challenge trends for the year 2000 that forecast shortfalls in educational attainment and quality of education and, therefore, unacceptable standards of living? Will we set goals for education, work to achieve them, and alter the future?

SREB's *Goals for Education* recommends 12 specific goals intended to add to the resolve of state leaders to do more to improve the quality of education. This document is intended to add to the understanding of past trends, future demographics, and factors that can, and must, be changed to assure that SREB states and their citizens are prepared for the 21st century.

HIGHLIGHTS

Population and Enrollment Trends

BY THE YEAR 2000—

- Population in the 15 SREB states will grow to 92.4 million, an increase of nearly 15 percent. One-third of the nation's population will reside in the SREB region.
- Non-white population in the region will increase by almost 16 percent, compared to a 14.5 percent increase for the white population.
- The Hispanic population will have grown faster than any other ethnic group and will comprise more than 12 percent of the region's youth under 17 years of age.
- The primary "working age" group (ages 25 through 64) will increase both in numbers and in the share it represents of the total population, while both numbers and share of the group that includes most college students (ages 15 through 34) will drop sharply.
- Public school enrollment in the SREB region is expected to increase by nearly 10 percent, but almost as many states will have declines in school enrollments as will have gains.
- Hispanics will represent a larger percentage of the school-age population (12 percent in 2000, compared to 9 percent in 1986); the percentage that is black (25 percent) will stay about the same.
- If current trends continue, college enrollments in the SREB states will drop about 8 percent, with every state experiencing a drop in college enrollments.
- Blacks and Hispanics are expected to comprise a slightly larger percentage of college enrollments because they will be a larger proportion of the 15- through 34-year-old population.

Educational Attainment

BY THE YEAR 2000—

- 81 percent of the adult population (25 years and older) in the SREB states will have completed four years of high school, compared to 87 percent for the nation.
- The rates at which black and Hispanic students complete high school will remain behind that for white students in the region and the nation. More than 30 percent of the black and 50 percent of the Hispanic adult populations will not have completed high school.
- 24 percent of the region's adult population will have completed four or more years of college—26 percent of the white, but only 14 percent of the black, and 10 percent of the Hispanic population.
- Unless the proportion of the population attending college increases by 10 percent or more, there will be a decline of almost 7 percent in the number of baccalaureate degrees awarded in the year 2000 compared to those awarded in 1986.

Employment and Labor Force

BY THE YEAR 2000—

- There could be 10.6 million new jobs in the region. It is estimated that more than half of these jobs will require some postsecondary education and college graduates will be needed for almost one-third of them.
- All states in the region will have experienced declines in agricultural employment and rapid employment gains in service industries.
- The total labor force will have increased by almost 9 million. 64 of every 100 new workers will be women; 23 of every 100 will be non-white.

POPULATION

Population in the Southern Regional Education Board's 15 member states is projected by National Planning Association (NPA) to increase from 80.5 million in 1985 to 92.4 million by the year 2000. This represents a 14.8 percent increase, a faster growth rate than the 12.3 percent increase NPA projects for the nation.

The non-white population in the region is expected to increase at a slightly higher rate than the white population in the 1990s—15.9 percent for non-whites, 14.5 percent for whites.

The proportions of whites and non-whites in the total population in the South in the year 2000 will be virtually the same as in 1985. However, "whites" in the NPA definition include a high percentage of the Hispanic population. It is estimated that "white" Hispanics and "non-whites" will account for almost 40 percent of the region's 18 and under population in the year 2000.*

There will be 2.3 million fewer persons in the traditional college-age group. The working-age and senior citizen groups will increase in numbers and in the share of the population they represent.

Five SREB states (Florida, Georgia, South Carolina, Texas, and Virginia) will grow at a faster rate than the region. Maryland's population growth rate will be just below the regional rate, but higher than the national rate. Population growth projected for Florida (29 percent) and Texas (17 percent) inflates the regional growth rate.

Non-whites will represent a larger share of the population in eight SREB states, but most of the changes in the proportion of non-whites are small (see Table 1). In the school-age population (5 through 19) nine states will have higher proportions of non-whites than in 1985, but again the changes in either direction are small (see Table 2).

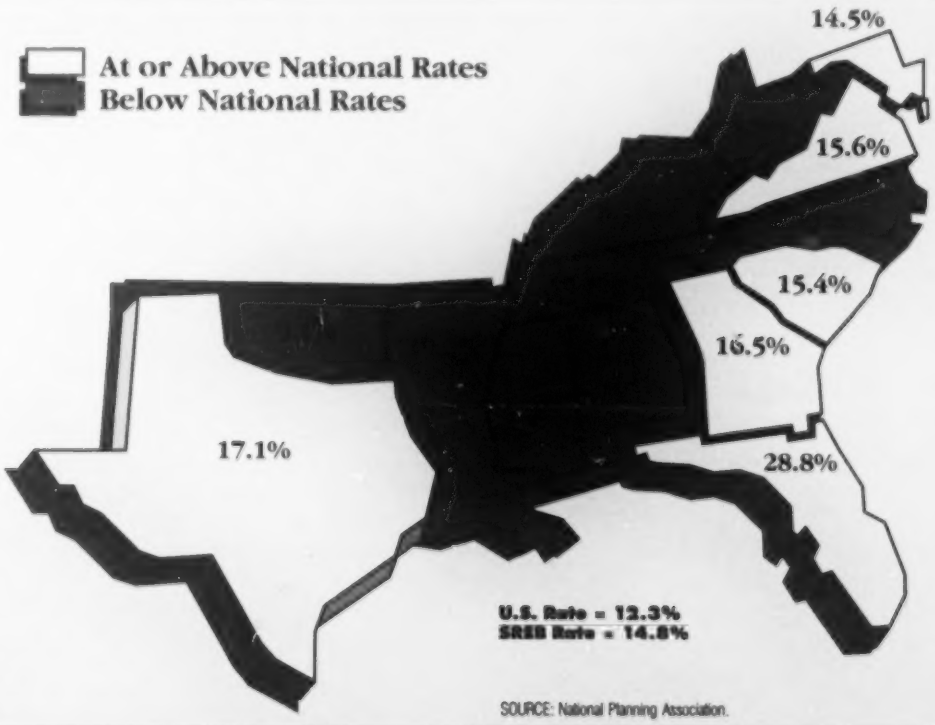
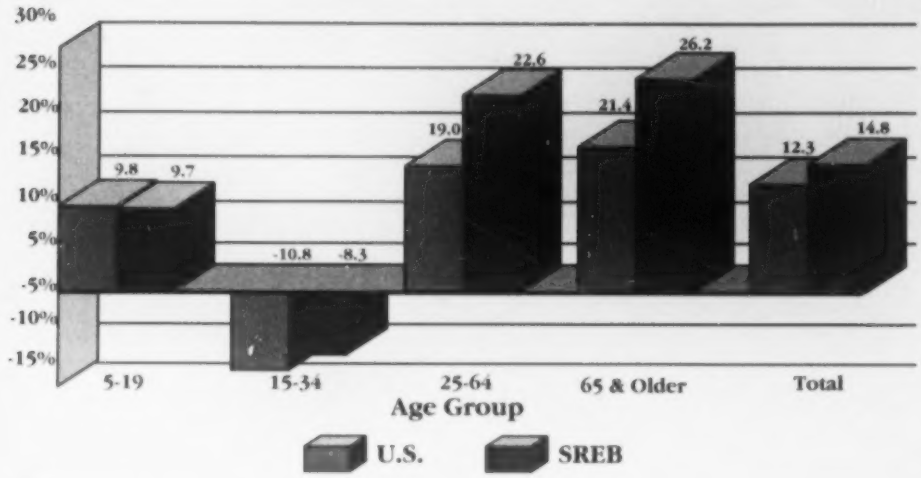


Figure 1
PROJECTED GROWTH RATE OF TOTAL POPULATION, SREB STATES, 1985-2000

*Schwartz, J. and Exter, T. "All Our Children," *American Demographics*, May, 1989.



SOURCE: National Planning Association

Figure 2
PERCENT CHANGE IN POPULATION, BY AGE GROUP, UNITED STATES AND SREB STATES, 1985-2000

The Hispanic population is growing more rapidly than any other group in the United States. According to the Census Bureau, since 1980 the Hispanic population has grown five times as fast as other ethnic groups and is projected to grow even more rapidly.

The region's Hispanic population is concentrated in Florida and Texas. In 1980, these two states accounted for 26.4 percent of the Hispanic population of the United States, and 86.5 percent of the Hispanic population in the region. Of the 19.4 million Hispanics in the United States in 1988, 4.1 million were in Texas and 1.5 million were in Florida.*

In 1982, Hispanics represented slightly more than 9 percent of the nation's population under 17 years old; by the year 2000, they will represent more than 12 percent. These growth trends will particularly increase Hispanic representation among the school-age group in Texas and Florida.

Age Groups

The region's population will be older in the year 2000. The biggest change will be the decline in the traditional college-age population.† The

Table 1
NON-WHITES* AS PERCENT OF TOTAL POPULATION, SREB STATES, 1985 AND 2000

	1985	2000
United States	15.2%	16.9%
SREB States	20.2	20.4
Alabama	26.9	26.8
Arkansas	17.8	16.9
Florida	15.1	15.2
Georgia	27.9	28.5
Kentucky	7.8	8.3
Louisiana	31.4	31.0
Maryland	26.4	28.6
Mississippi	36.8	36.7
North Carolina	24.3	24.6
Oklahoma	13.6	14.7
South Carolina	31.6	31.6
Tennessee	16.8	16.9
Texas	13.6	13.6
Virginia	25.0	26.6
West Virginia	3.8	3.6

* "Non-White" is composed mainly of blacks, Asians, and American Indians. A high percentage of the Hispanic population is contained in the "white" category.

SOURCE: National Planning Association

*U.S. Census Bureau, *Current Population Reports*, Series P-25, #995, and Series P-20, #416.

†The age group in the NPA data which would include most college students is the 15- through 34-year-old population. The "working-age" group is defined here as the 25- through 64-year-old population.

Table 2
NON-WHITES* AS A PERCENT OF SCHOOL-AGE POPULATION (5 THROUGH 19), SREB STATES, 1985 AND 2000

	1985	2000
United States	18.9%	20.3%
SREB States	25.4	24.9
Alabama	33.4	33.1
Arkansas	24.0	23.6
Florida	22.7	22.9
Georgia	34.0	34.4
Kentucky	9.3	9.9
Louisiana	38.5	36.6
Maryland	32.1	33.7
Mississippi	45.9	45.7
North Carolina	30.8	29.9
Oklahoma	17.7	17.8
South Carolina	37.4	37.9
Tennessee	21.0	21.0
Texas	15.8	14.8
Virginia	30.4	30.7
West Virginia	4.2	4.4

* "Non-White" is composed mainly of blacks, Asians, and American Indians. A high percentage of the Hispanic population is contained in the "white" category.

SOURCE: National Planning Association.

Table 3
POPULATION BY AGE GROUPS, SREB STATES, 1985 AND 2000

Age Groups	Percent of Total		Change in Absolute Number
	1985	2000	
5 - 19	22.3%	21.3%	+1.7 million
15 - 34	34.1	27.2	−2.3 million
25 - 64	49.1	52.4	+4.4 million
65 and older	12.0	13.1	+2.5 million

SOURCE: National Planning Association.

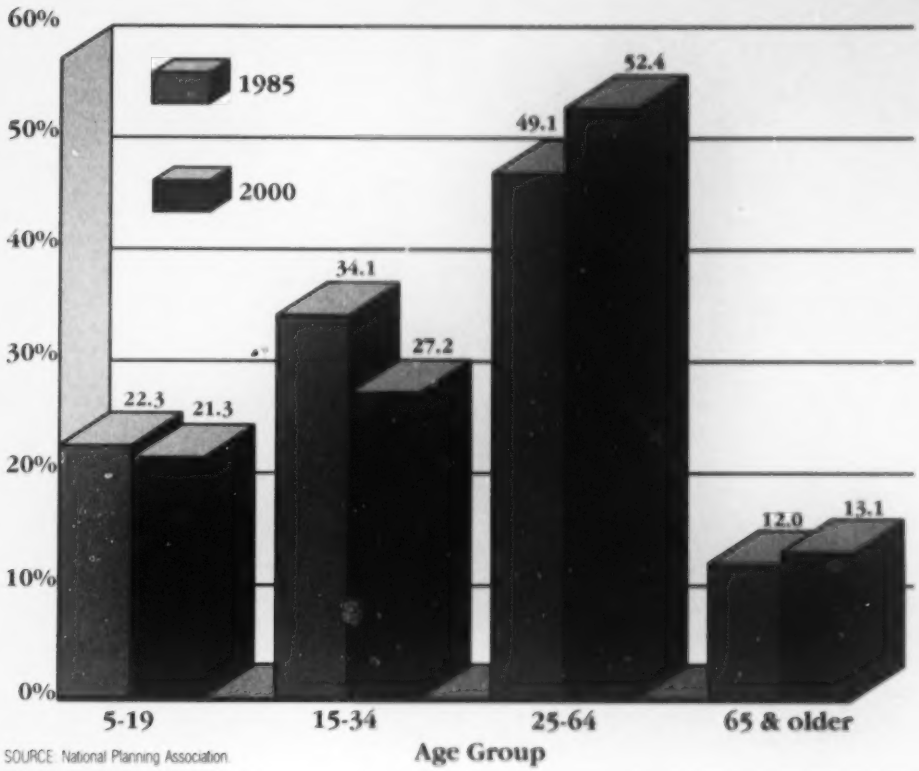
age group encompassing elementary school children (5 through 14) shows some growth in numbers.

The working-age group will increase by over 4.4 million, with a strong gain in share of total population. At the same time the "senior" group, aged 65 and over, also will increase its share and grow by 2.5 million. The changes in the region are similar to those of the United States.

The changes in age patterns of the population in each SREB state between 1985 and the year 200. .e summarized in Table 4. The school-age group (5 through 19) will grow in numbers in nine states, with Florida, Texas, and Virginia gaining the most. In six states the school-age population will decline. The size of the traditional college-age group will be smaller in every state.

All states show strong gains in the working-age group of 25 through 64, ranging from 14 percent in Louisiana to 32 percent in Florida.

The changing age composition of the population in SREB states is shown in a different way in Table 5. The *share* that each group represents of the total population in 1985 and in 2000 is shown for each state. Nearly all states show a drop in the shares of the school- and college-age groups and gains in the working-age and senior citizen group shares.



SOURCE: National Planning Association.

Figure 3
AGE GROUPS AS A PERCENT OF POPULATION, SREB STATES, 1985 AND 2000

Table 4
PROJECTED PERCENT CHANGE IN POPULATION, BY AGE GROUPS, SREB STATES, 1985-2000

	5-19	15-24	15-34	25-64	65 and older
United States	9.8%	-8.5%	-10.8%	19.0%	21.4%
SREB States	9.7	-7.4	-8.3	22.6	26.2
Alabama	-4.6	-12.9	-11.3	16.0	13.9
Arkansas	-2.1	-5.7	-3.7	21.1	11.3
Florida	28.4	-1.8	-2.3	32.3	46.4
Georgia	6.4	-9.8	-7.9	26.1	32.5
Kentucky	-4.7	-11.4	-10.6	18.4	15.1
Louisiana	3.4	-11.6	-14.8	14.2	11.9
Maryland	13.7	-14.0	-12.4	19.2	34.9
Mississippi	-3.7	-9.0	-7.5	17.6	8.9
North Carolina	0.0	-18.1	-15.4	19.1	35.7
Oklahoma	13.8	-0.1	-6.7	16.8	-0.3
South Carolina	3.3	-10.1	-8.0	24.8	36.4
Tennessee	-4.0	-13.8	-11.6	19.9	19.5
Texas	20.2	2.3	-5.4	24.7	19.8
Virginia	17.3	-11.3	-7.4	22.6	23.4
West Virginia	-10.6	-10.7	-10.9	15.0	10.1

SOURCE: National Planning Association.

Table 5
AGE GROUPS AS PERCENT OF TOTAL POPULATION, SREB STATES, 1985 AND 2000

	"School-Age" 5-19		"College-Age" 15-34		"Working-Age" 25-64		"Senior Citizen" 65 and older	
	1985	2000	1985	2000	1985	2000	1985	2000
United States	21.8%	21.4%	34.1%	27.1%	49.7%	52.6%	12.0%	13.0%
SREB States	22.3	21.3	34.1	27.2	49.1	52.4	12.0	13.1
Alabama	23.8	21.3	33.9	28.2	47.9	52.1	12.1	13.0
Arkansas	23.6	21.0	31.9	27.9	46.5	51.1	14.3	14.5
Florida	18.6	18.5	30.4	23.1	49.3	50.7	17.6	20.0
Georgia	23.4	21.4	35.3	27.9	49.7	53.8	11.2	13.7
Kentucky	23.5	20.8	34.3	28.4	48.2	52.9	11.9	12.7
Louisiana	24.4	23.9	35.7	28.9	47.2	51.2	9.9	10.5
Maryland	21.0	20.9	35.0	26.8	52.2	54.4	10.4	12.3
Mississippi	25.7	23.3	34.0	29.6	45.1	49.8	11.9	12.2
North Carolina	22.1	19.7	35.1	26.6	50.6	53.9	11.3	13.7
Oklahoma	22.4	23.4	33.5	28.7	47.9	51.3	12.3	11.2
South Carolina	23.5	21.1	35.7	28.5	49.2	53.2	10.2	12.1
Tennessee	22.4	19.5	34.0	27.3	50.0	54.5	12.1	13.1
Texas	23.1	23.7	35.7	28.9	49.2	52.4	9.4	9.6
Virginia	20.8	21.1	33.4	26.7	49.6	52.6	12.9	13.8
West Virginia	23.3	19.8	32.9	27.9	48.6	53.2	13.2	13.9

SOURCE: National Planning Association.

PROJECTED PUBLIC SCHOOL ENROLLMENT

Public school enrollment in the SREB region is expected to exceed 15 million students by the year 2000 (almost 10 percent more than in 1985). While school enrollments are projected to increase for the region as a whole, Alabama, Arkansas, Kentucky, Mississippi, Tennessee, and West Virginia are projected to have lower enrollments. North Carolina is expected to experience no significant change. The remaining eight SREB states will have enrollment increases, with the sharpest rises projected for Florida and Texas.

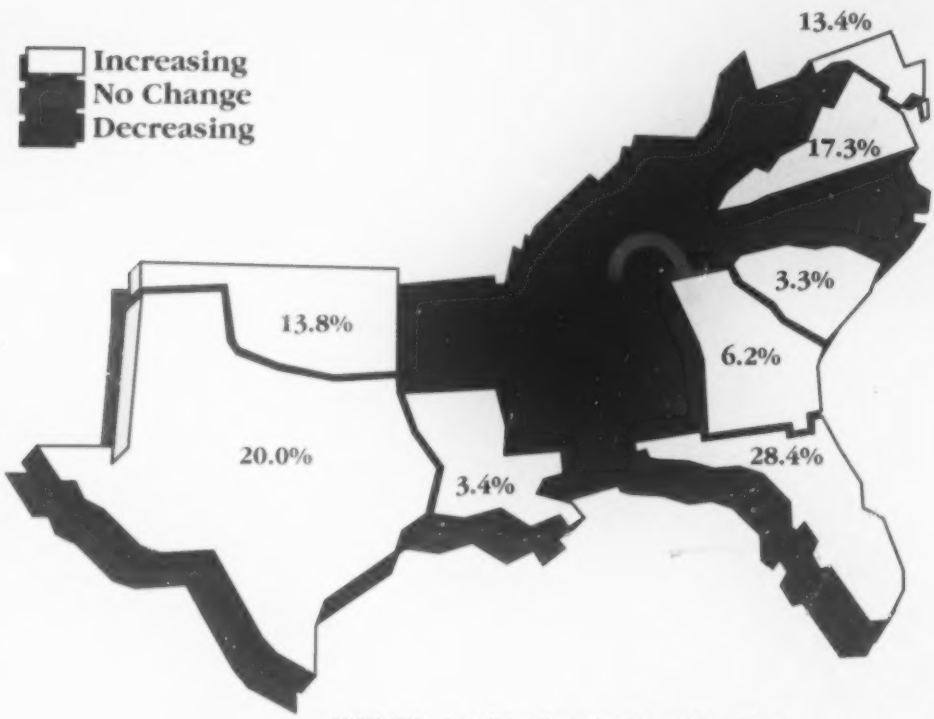
The projected increase in school enrollments reflects the "baby boom echo" births for the period from 1977 to 1985. This surge in births has caused an increase in elementary enrollments that began in the late 1980s, and will be seen in secondary enrollments in the late 1990s. Secondary school enrollments are expected to fall off in the early 21st century after the children born in the late 1970s and early 1980s have completed their schooling.

The Western Interstate Commission for Higher Education (WICHE) has projected the number of high school graduates to the year 2003-04. For the SREB region the number of graduates is projected to increase from 1995 through 2003, but to drop in the following year. Still, the WICHE projection for the SREB states shows a 6 percent increase in the number of graduates in 2003-04 over 1985-86.*

Alabama, Arkansas, Louisiana, Mississippi, North Carolina, and Texas are expected by the

* *High School Graduates, 1986-2004*, Western Interstate Commission for Higher Education, Boulder, CO, March 1988, p-11.

National Planning Association to have slight declines in the proportion of non-white school-age population, while the other nine SREB states are projected to show a slight increase. The greatest projected changes in the proportion of non-whites are a 1.9 percent drop in Louisiana and a 1.6 percent increase in Maryland. Since the proportion of non-white school-age population in SREB states is projected to change only slightly, it is assumed that the 1986 Office for Civil Rights proportions of black enrollments apply to the year 2000. These proportions are shown in Column 4 of Table 6.



SOURCE: SREB analysis of National Planning Association population projections.

Figure 4
PROJECTED CHANGE IN PUBLIC SCHOOL ENROLLMENTS, SREB STATES, 1985-2000

The Hispanic proportion of total school enrollments in the region is expected to rise to 12 percent by the year 2000 as a result of a projected 45 percent increase in the 5- to 17-year-old Hispanic population.† The two states in the region that currently have the highest proportions of Hispanic students in their total student populations (Florida with 9 percent and Texas with 33 percent, according to the Office for Civil Rights) will account for nearly all of the projected increase in the region.

The proportions of black and Hispanic students together will account for 57 percent of total school enrollments in Texas by the year 2000. In Mississippi, it is estimated that 56 percent of students enrolled in elementary and secondary schools will be black.

†U.S. Census Bureau, *Current Population Reports*, Series P-20, #431, March 1988.

Table 6
PROJECTED PUBLIC SCHOOL ENROLLMENT AND PROPORTIONS OF MINORITIES, SREB STATES, 1985-2000

	Public School Enrollment (Thousands)			Projected Proportions of School Enrollment	
	1985 (1)	2000 (2)	Percent Change (3)	Blacks 2000 (4)	Hispanics 2000 (5)
United States	39,513	43,400	9.9%	16.0%	14.0%
SREB States	13,943	15,291	9.7	25.4	12.0
Alabama	730	696	-4.6	37.0	*
Arkansas	433	424	-2.1	24.0	*
Florida	1,563	2,008	28.4	24.0	11.0
Georgia	1,080	1,149	6.2	38.0	1.0
Kentucky	644	614	-4.7	10.0	*
Louisiana	793	820	3.4	41.0	1.0
Maryland	672	764	13.4	35.0	2.0
Mississippi	471	454	-3.7	56.0	*
North Carolina	1,086	1,086	-0-	29.0	*
Oklahoma	592	673	13.8	8.0	2.0
South Carolina	607	627	3.3	44.0	*
Tennessee	814	781	-4.0	23.0	*
Texas	3,132	3,765	20.0	14.0	43.0
Virginia	968	1,136	17.3	24.0	1.0
West Virginia	358	320	-10.6	4.0	*

* = less than 1 percent

SOURCE: SREB analysis of National Planning Association population projections, 1987; Office for Civil Rights, *Survey of the Public Schools*, 1986; U.S. Census Bureau, *Current Population Reports*, Series P-25, #995, and Series P-20, #416, and Series P-20, #431.

PROJECTED COLLEGE ENROLLMENTS

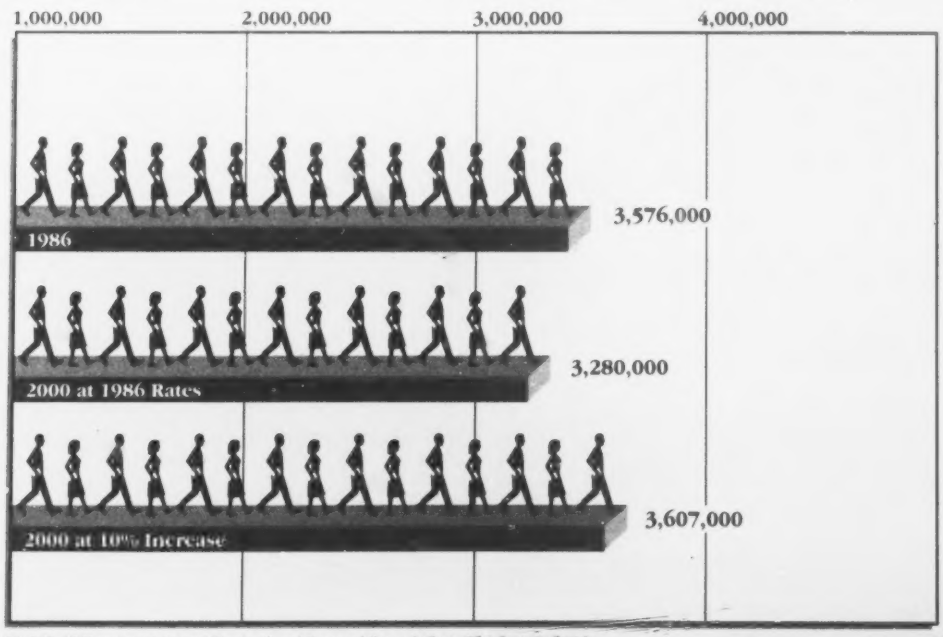
The number of persons in the age group that accounts for most college enrollments will be smaller in every SREB state in the year 2000. If the percentage of persons from this age group attending college remains the same, there will be almost 300,000 fewer college students in the region—a decline of 8 percent compared to 1986 enrollments. Blacks and Hispanics will comprise a slightly larger percentage of total enrollments because they will represent a larger share of the college-age population. To equal or exceed 1986 college enrollments would require a 10 percent increase in the college participation rate for each SREB state. The latest collegiate "participation rate" for the SREB region was 130 persons enrolled in college per 1,000 persons of ages 15 through 34; this was below the U.S. rate of 156 per 1,000. The SREB rate in 1986 was 83 percent of the U.S. average participation rate, compared to 82 percent in 1980. Maryland, Oklahoma, and Virginia were the only SREB states that came close to or exceeded the U.S. average participation rate in 1986.

Two projections of college enrollments are offered (see Table 7). The first projection (column 2) shows enrollments in the year 2000 based on the 1986 participation rate and on the 15- through 34-year-old population projected in the year 2000. This projection, which does not reflect any assumptions of possible increases in college-going rates, shows an enrollment decline of 8 percent

Table 7
PROJECTED COLLEGE ENROLLMENTS, SREB STATES

	1986 Enrollments* (1)	Enrollments in the Year 2000* at 1986 rates (2)	Enrollments in the Year 2000* at 10% increase (3)
United States	12,682	11,313	11,640
SREB States	3,576	3,280	3,607
Alabama	181	161	177
Arkansas	79	76	84
Florida	484	472	519
Georgia	195	180	198
Kentucky	145	130	143
Louisiana	171	146	161
Maryland	234	206	227
Mississippi	101	93	102
North Carolina	323	273	300
Oklahoma	171	160	176
South Carolina	134	123	135
Tennessee	197	174	191
Texas	776	735	809
Virginia	308	285	314
West Virginia	77	69	76

State figures may not add to regional totals due to rounding. The assumed increase for the year 2000 applies only to SREB states.
*Thousands
SOURCE: *SREB Fact Book on Higher Education, 1988*; National Planning Association.



SOURCE: SREB analysis of National Planning Association population projections and college enrollments.

Figure 5
PROJECTED COLLEGE ENROLLMENTS, SREB STATES

compared to 1986 enrollments, resulting from the population decline in the age group. Total United States enrollments using the national 1986 college-going rate show a decline of 11 percent from 1986.

The second projection (column 3) assumes a 10 percent increase in the participation rate for each SREB state, producing an assumed average SREB participation rate of 143 persons enrolled per 1,000 persons of ages 15 through 34, as compared to the current United States rate of 156. This increase would close approximately one-half of the current gap between SREB and U.S. college participation rates. The United States total enrollment is still 8 percent lower than in 1986, even after including the increase postulated for the SREB states under this assumed increased participation rate.

Table 8
BLACKS AS A PERCENTAGE OF TOTAL COLLEGE ENROLLMENT, SREB STATES

	Blacks as a Percent of Total Enrollment		Projected Blacks as a Percent of Total Enrollment	
	1976 (1)	1986 (2)	2000* (3)	2000* (4)
United States	9.7	8.4	9.7	10.7
SREB States	14.6	13.2	13.3	14.6
Alabama	21.1	20.8	21.6	23.8
Arkansas	15.1	13.3	13.2	14.5
Florida	11.5	9.2	9.9	10.9
Georgia	18.3	17.6	18.7	20.5
Kentucky	7.4	6.1	6.7	7.4
Louisiana	23.3	22.9	24.4	26.9
Maryland	17.7	15.1	16.6	18.3
Mississippi	30.1	28.5	28.9	31.8
North Carolina	19.1	17.8	19.0	20.9
Oklahoma	6.5	6.2	7.3	8.0
South Carolina	20.9	19.3	20.1	22.1
Tennessee	14.6	14.0	14.1	15.5
Texas	9.8	8.6	8.6	9.4
Virginia	14.7	13.5	16.0	17.5
West Virginia	4.3	3.7	3.5	3.9

*To project blacks as a percentage of college enrollments in 2000 an index of black college-going was developed. It represents blacks as a percentage of total enrollments in 1986 divided by the share of non-whites of the total population aged 15-34 years. Column 3 assumes the present index of college-going; column 4 assumes a 10 percent increase in the present college-going index. Non-whites and blacks are not synonymous, nor exactly equal numbers, but they are used as an approximation in this report because more precise data are not available. In the SREB region the proportion of non-whites who are of a race other than black is relatively small.

SOURCE: 1976 and 1986 percentages of minority enrollments are from *SREB Fact Book on Higher Education, 1986,* and *1988.*

For the region the percentage of college enrollment that is black declined from 14.6 percent in 1976 to 13.2 percent in 1986 (see Table 8). Every SREB state experienced a drop in the percent that black students represent of total college enrollments from 1976 to 1986.*

Again two projections are shown. Assuming a continuation of the present rates of college attendance for black students, column 3 projects black enrollments as a percentage of total enrollments. The slight increase results entirely from the increase of non-whites as a proportion of the population in the 15 through 34 age group, and not from increased college-going rates for black students.

The projections in column 4 result from assuming a 10 percent increase in the rate of college attendance for black students. This assumption would raise the projections of blacks as a percentage of total enrollments in the region to 14.6 percent.

The Hispanic college-age population in the U.S. is projected to increase by 17 percent between 1985 and the year 2000 and to account for 10.8 percent of all persons in the college-age group by the year 2000.†

Hispanics represented 5.2 percent of total college enrollments in SREB states in 1986. For the region as a whole the 5.2 percent representation primarily reflects the Hispanic enrollments in Florida and Texas; only Louisiana, Maryland, Oklahoma, and Virginia had Hispanic enrollments of at least 1 percent.

If the growth rate for the Hispanic college-age population were even across all states, and if Hispanic college enrollments were to expand in tandem with their numbers in the population, then Florida and Texas could expect Hispanic enrollments to increase by the year 2000 to 13 percent and 21 percent of total enrollments, respectively.

*Southern Regional Education Board, *SREB Fact Book on Higher Education, 1986* and *1988.*

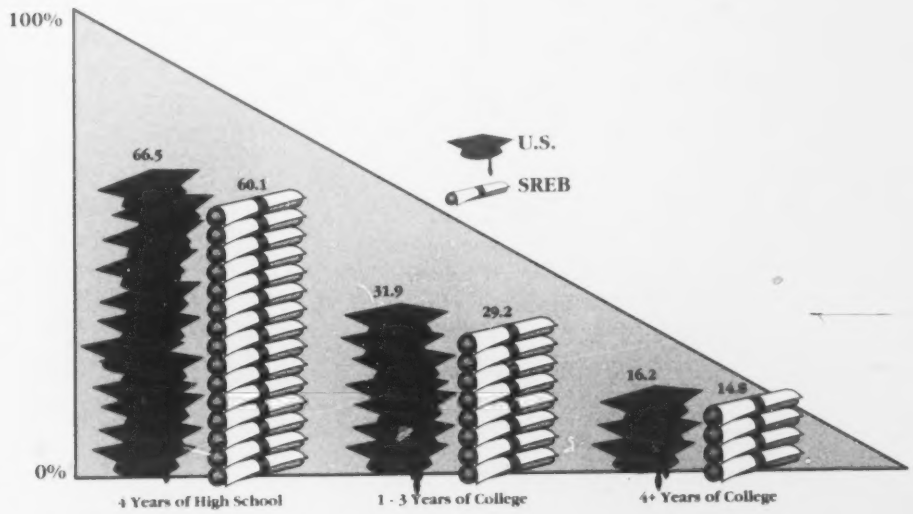
†Bureau of Census, *Current Population Reports,* Series P-25, #995, November, 1986.

PATTERNS OF EDUCATIONAL ATTAINMENT

In 1970, less than one-half of adult Southerners (25 and older) had completed at least four years of high school or its equivalent; by 1980 more than 60 percent had completed four years of high school. More than 80 percent of adult Southerners will have completed four years of high school by the year 2000 if current trends continue.

Despite these dramatic increases, current estimates indicate that the regional levels of educational attainment will continue to lag behind those of the nation. Even more disturbing is the forecast that the levels of educational attainment for blacks and Hispanics will continue to be far behind that of whites in the United States and the region.

In 1985, the percentage of blacks whose highest educational level was four or more years of college (11 percent) was still only slightly better than one-half that for the whites (20 percent). The percentage for Hispanics was only 8.5 percent. Hispanics remain the least educated major ethnic group in America.*



SOURCE: 1980 U.S. Census Reports.

Figure 6
PERCENT OF POPULATION 25 YEARS AND OLDER, BY HIGHEST LEVEL OF EDUCATIONAL ATTAINMENT

College Graduates

By the year 2000, 23.8 percent of the total adult population of the SREB states is projected to have completed four or more years of college, compared to 26 percent for the United States (see Table 9).

The white population is projected to have a slightly higher percentage with this level of education—25.6 percent for the region, and 27 percent for the nation (see Table 10).

The 13.5 percent of the black population in the region projected to have completed four or more years of college can be compared with a national rate of 14 percent. For the Hispanic population, the rate is expected to be 9.7 percent for the region, and 10 percent for the U.S.

In the SREB states, the percentage of Hispanics expected to have completed four or more years of college will vary from 33 percent in Maryland to less than 10 percent in Texas. It is primarily the lower level of educational attainment among Mexican Hispanics in Texas that depresses the regional average for Hispanics.

*Emily G. McKay, "Hispanic Demographics: Looking Ahead," National Council of La Raza, July 1986. *The Education of Hispanics: Status and Implications*, Washington D.C., published August 1986, p. 29.

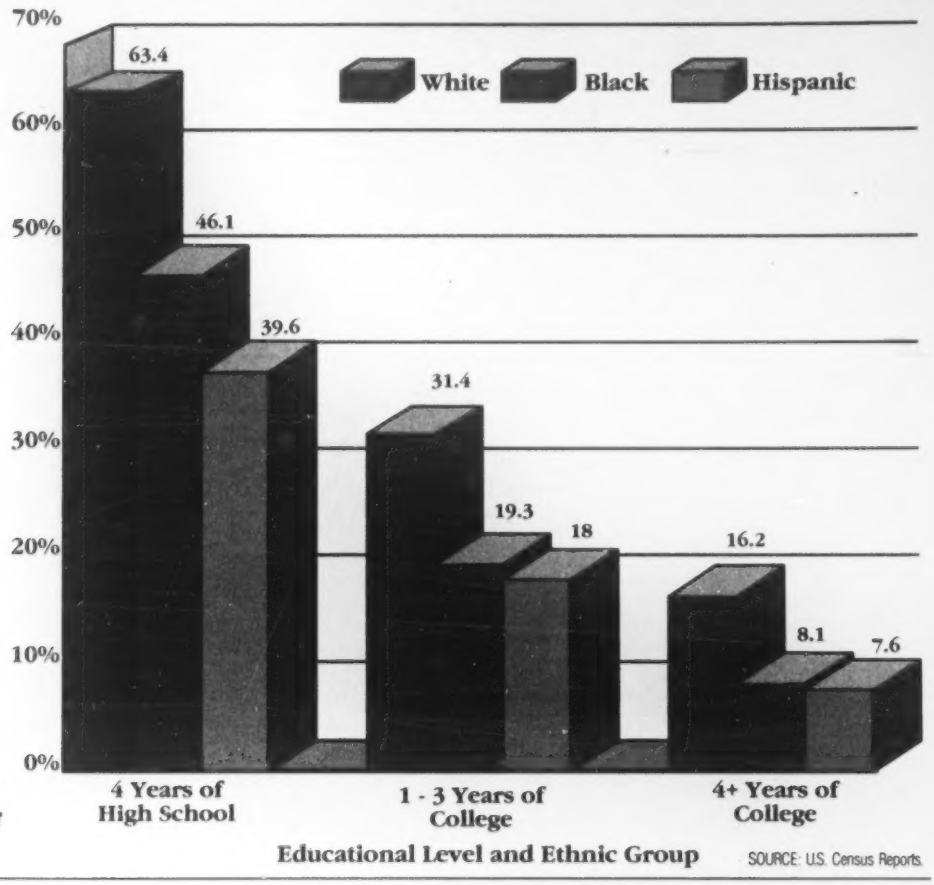


Figure 7
PERCENT OF POPULATION 25 YEARS AND OLDER, BY HIGHEST LEVEL OF EDUCATIONAL ATTAINMENT AND ETHNIC GROUP, SREB STATES

SOURCE: U.S. Census Reports.

One to Three Years of Postsecondary Education

By the year 2000, 18.3 percent of the total adult population in the SREB states is projected to have one to three years of postsecondary education. The proportion is slightly higher for whites (20 percent), and lower for blacks (16.6 percent) and Hispanics (12.4 percent).

High School Graduates

In 2000, the projected proportion of those adults in the region for whom high school graduation will be the highest level of education is 39 percent, compared to 41 percent for the United States. While steps are being taken to reduce the number of high school dropouts, the proportion of those for whom high school graduation will

Table 9
PERCENT OF POPULATION 25 YEARS AND OLDER, BY LEVELS OF HIGHEST EDUCATIONAL ATTAINMENT

	Less than 4 Years of High School		4 Years of High School		1 to 3 Years of College		4 or More Years of College	
	U.S.	SREB	U.S.	SREB	U.S.	SREB	U.S.	SREB
1970	48%	55%	31%	26%	11%	10%	11%	10%
1980	34	40	35	31	16	14	16	15
2000	13	19	41	39	20	18	26	24

SOURCE: National Center for Education Statistics, *Digest of Educational Statistics 1987*, U.S. Government Printing Office, Washington, D.C. 1987, p. 14. SREB states and U.S. data on educational attainment levels for 1970 and 1980 are derived from the U.S. Census. Projections for year 2000 developed by Dr. Eva Galambos based on population projections and ratios of the 1980 regional levels of educational attainment to the 1980 U.S. levels.

represent their highest educational attainment will not change significantly without extraordinary efforts to reduce this stubborn problem.

Less Than 9 Years of Schooling

Between now and the year 2000, the percentage of total population with less than 9 years of schooling diminishes rapidly both in the nation and the region. Except for Hispanics, a small proportion of the adult population in the nation and the region is projected to fall in this group, given the effects of compulsory school attendance laws as new births move through the ages of 6 to 14 by the year 2000. However, the projected proportion of the Hispanic population with less than 9 years of schooling (30 percent of the Hispanics for the nation and 35 percent for the region) remains comparatively high.

Although the projected proportion of the total population with less than 9 years of schooling declines, this result unfortunately does not represent the end of the illiteracy problem. Students who have moved through the elementary grades with very limited reading skills, many of whom drop out of high school, may be functionally illiterate.

Table 10
PROJECTED PERCENT OF POPULATION 25 YEARS AND OLDER, BY ETHNIC GROUP AND LEVELS OF HIGHEST EDUCATIONAL ATTAINMENT, YEAR 2000

	Less than 4 Years of High School		4 Years of High School		1 to 3 Years of College		4 or More Years of College	
	U.S.	SREB	U.S.	SREB	U.S.	SREB	U.S.	SREB
Total	13%	19%	41%	39%	20%	18%	26%	24%
White	10	16	42	38	21	20	27	26
Black	25	31	41	38	20	17	14	14
Hispanic	46	51	30	27	14	12	10	10

SOURCE: National Center for Education Statistics, *Digest of Educational Statistics 1987*, U.S. Government Printing Office, Washington, D.C. 1987, p. 14. SREB states and U.S. data on educational attainment levels are derived from the U.S. Census. Projections for year 2000 developed by Dr. Eva Galambos based on population projections and ratios of the 1980 regional levels of educational attainment to the 1980 U.S. levels.

EMPLOYMENT PROJECTIONS

Employment growth in the region will continue to outpace the national rate through the year 2000, according to the National Planning Association. Total employment for the region in the year 2000 will be 26 percent above the 1986 level; 22 percent is projected for the nation. The projected growth rate represents the addition of 10.6 million jobs in the region—almost two-fifths of all the new jobs nationally.

There are substantial differences in projected employment changes among various industries.

The services industry group, which includes a great variety of businesses ranging from hair salons to medical services and from computer services to refrigerator repairs, is projected to be the fastest growing. This group includes industries that employ highly skilled workers, as well as those employing many who are semi-skilled or unskilled. Most experts expect that workers in the service industries will need more education and mastery of more complex skills.

Retail trade is also expected to grow more rapidly than the average for the total regional economy. Agriculture, on the other hand, will continue to lose employment; manufacturing and mining (including gas and oil) are expected to experience only slight employment gains from the 1986 base. The employment changes by industries in the region resemble those expected for the nation with only minor differences. The

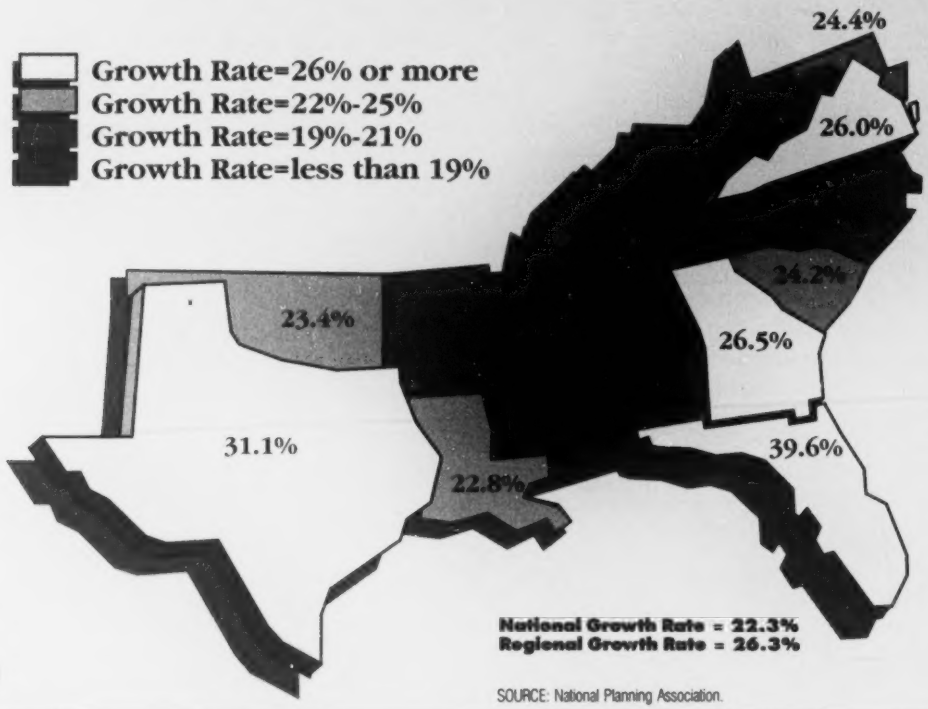


Figure 8
EMPLOYMENT GROWTH IN SREB STATES, 1986-2000

SOURCE: National Planning Association.

region is expected to gain slightly in the number of jobs in the manufacturing sector, but to experience a decline in the share of total jobs in manufacturing. For the nation, both the number and share of manufacturing jobs is expected to decline.

The drop in agricultural employment in SREB states is more severe than that for the United States. One component, agricultural and forestry services, is expected to grow, but not sufficiently to offset the loss of 400,000 self-employed and salaried farmers in the region.

The shift of employment between industries is shown in Table 11. For example, in 1986, manufacturing accounted for 15 percent of total employment in the region; by the year 2000, it is projected to account for a share of only 12 percent. On the other extreme, services accounted for 23 percent of total employment in 1986, but will represent 27 percent by the year 2000. By then, the traditional blue collar industries of construction, mining, transportation-communication, and manufacturing all are expected to show some declines in their shares of total employment.

In short, the region's economy increasingly resembles that of the nation.

Distribution of New Jobs

As noted, the region is expected to produce 10.6 million new jobs in the 1986-2000 period. Of those new jobs, 13 percent are projected to be at the managerial level, 15 percent in professional occupations, and 6 percent in "technical" occupations. The estimated distribution of new jobs, by major occupational groups is shown in Figure 10.*

The managerial and professional occupations generally require at least a college degree. For the most part, the technical occupations require some postsecondary education. Taken together, these three major groups of occupations will create 35 percent of all the new jobs. Most of these new jobs

* The occupational projections are based on the national distribution of new jobs by occupations and by industries, developed by the Bureau of Labor Statistics. (See George T. Silvestri and John M. Lukasiewicz, "A Look at Occupational Employment Trends to the Year 2000," *Monthly Labor Review*, September 1987, p. 46). The projections of new jobs by occupational groups reflect each state's different mix of industry sectors, but do not take into account that staffing patterns for any one industry might vary from one location to another.

probably will be filled by persons with at least some postsecondary education.

Sales and clerical occupations are projected to account for 25 percent of all new jobs, and "service" jobs are expected to account for another 26 percent. Some occupations in the sales and clerical category may require some postsecondary education. "Service" workers who will need some postsecondary training include food service managers, dieticians, health aides and assistants, and electronic technicians.

The skilled crafts and foremen category refers to skilled blue collar workers who are projected to account for 9 percent of new positions; unskilled laborers and operators are projected to have only 6 percent of the new jobs.

Thus, the trend suggests greater growth in occupations requiring postsecondary education or training. Only a small proportion of the new jobs will fall in the category of unskilled work.

The occupational distribution pattern of the new jobs in the region differs only slightly from that for the nation, and hinges completely on the difference of employment *by industries*, since the staffing patterns in any given industry are assumed in these projections to be the same throughout the nation.

The employment changes of the 15 SREB states are summarized in Table 12. Total estimated employment change is shown in column 1, and the percentage changes for employment in the manufacturing and service industry groups are shown in columns 2 and 3.

Not all states in the region are expected to outpace the nation's growth. The states projected to have the fastest employment expansion are Florida and Texas, with Georgia and Virginia growing not quite as rapidly, but faster than the nation.

Some states in the region are not expected to gain manufacturing employment. Kentucky, Louisiana, Maryland, South Carolina, Tennessee, and West Virginia are projected to follow the national pattern of an absolute loss of manufacturing employment. All SREB states are expected to experience rapid gains in employment in the services area.

Table 11
SHARE OF TOTAL EMPLOYMENT BY INDUSTRIES, 1986 AND 2000

	United States		SREB States	
	1986	2000	1986	2000
Agriculture	4%	3%	3%	2%
Mining	1	1	1	1
Construction	6	6	5	5
Manufacturing	15	12	16	12
Transportation-Communication	5	4	5	4
Trade—Wholesale and Retail	22	23	22	23
Financial, Insurance and Real Estate	7	7	7	7
Services	23	27	25	30
Government	17	16	15	15

Note: Totals may not add to 100 percent due to rounding.
SOURCE: Bureau of Labor Statistics and National Planning Association.

Table 12
PROJECTED PERCENT CHANGE IN SREB STATE EMPLOYMENT PATTERNS, 1986-2000

	Total	Manufacturing	Services
	(1)	(2)	(3)
United States	22.3%	-3.8%	47.3%
SREB States	26.3	3.0	49.4
Alabama	17.2	2.4	33.4
Arkansas	19.7	5.3	42.3
Florida	39.6	17.0	60.4
Georgia	26.5	1.7	47.4
Kentucky	16.7	-1.9	40.8
Louisiana	22.8	-3.6	41.6
Maryland	24.4	-13.3	53.5
Mississippi	14.1	2.9	27.1
North Carolina	21.3	2.5	43.3
Oklahoma	23.4	8.1	47.6
South Carolina	24.2	0.4	42.2
Tennessee	19.6	-2.6	43.1
Texas	31.1	7.9	55.1
Virginia	26.0	1.9	54.3
West Virginia	13.7	-17.9	36.4

SOURCE: National Planning Association.

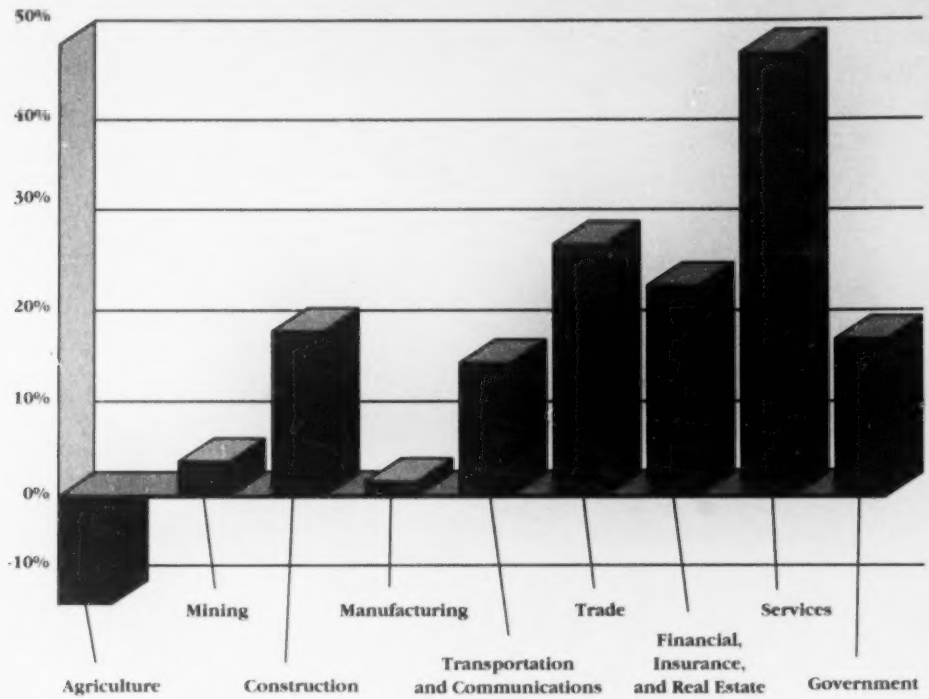


Figure 9
PERCENT CHANGE IN EMPLOYMENT, BY INDUSTRIES
SREB STATES, 1986-2000 SOURCE: Bureau of Labor Statistics.

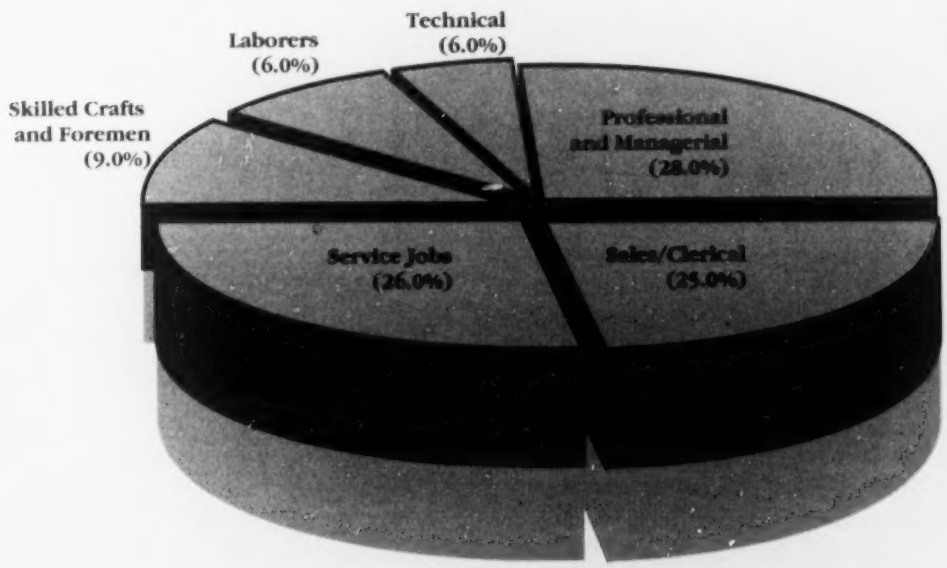


Figure 10
DISTRIBUTION OF NEW JOBS
SREB STATES, YEAR 2000 SOURCE: National Planning Association.

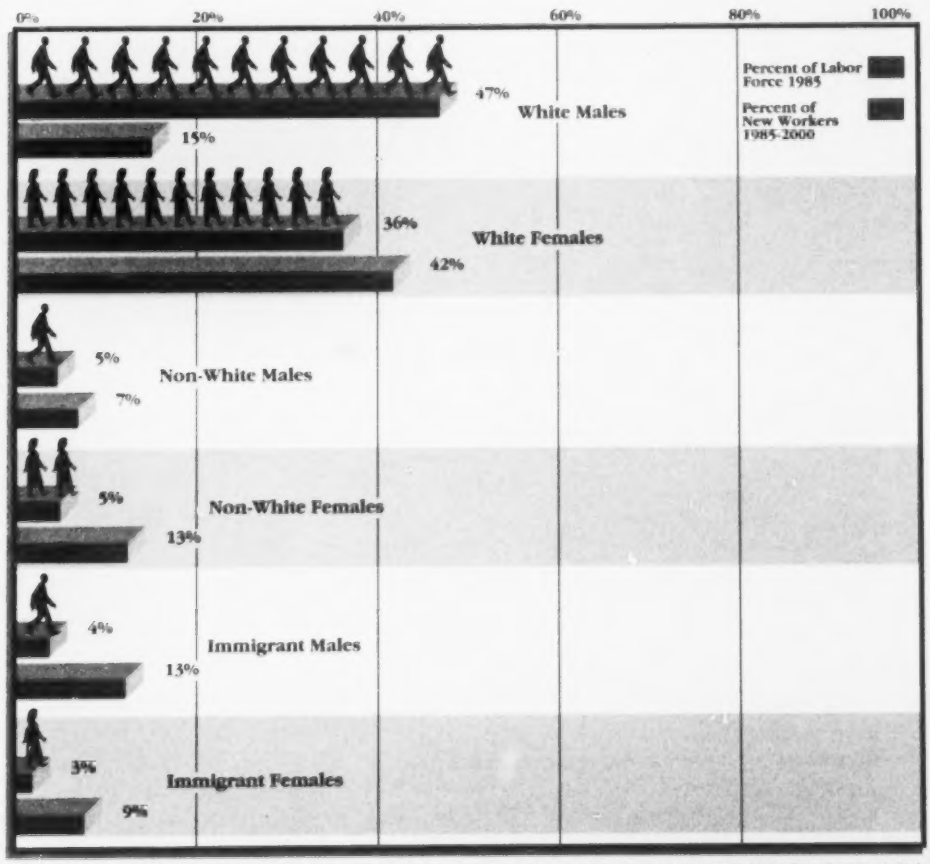
LABOR FORCE PROJECTIONS

The size of the labor force in all SREB states is expected to increase by the year 2000. The total labor force in the region is expected to grow 21.8 percent, or just under 9 million.* Women, blacks, Hispanics, and persons in the 40- to 54-year-old age group will account for most of the increase. Their increase is greater than the 14.8 percent projected for the total population, and reflects the bulge by the year 2000 in the working-age population. The increase in the labor force for the U.S. is projected to be 18.8 percent.

Sex and Ethnic Composition

The work force in the year 2000 is expected to be made up of an even higher proportion of women than in 1985. The U.S. Department of Labor projects that during the next decade, 64 of every 100 new workers will be female.

By the year 2000, non-whites are projected to comprise 19 percent of the region's workforce, reflecting the increasing percentage of new workers who are non-white. For the United States,



SOURCE: Hudson Institute, *Workforce 2000*, 1987 (Research for report funded by a grant from the Employment and Training Administration, United States Department of Labor)

Figure 11
ETHNIC AND RACIAL COMPOSITION OF THE LABOR FORCE, 1985 AND PROJECTED PERCENT GROWTH IN EACH GROUP, 1985-2000, UNITED STATES

*Howard N. Fullerton, Jr., "Labor Force Projections: 1986 to 2000," *Monthly Labor Review*, September, 1987, p. 19. Labor force projections (the number of people expected to be available for work) are based on age-specific and race-specific labor force participation rates supplied by the Department of Labor which were applied to the National Planning Association population projections.

Table 13
AGE COMPOSITION OF THE LABOR FORCE, SREB STATES, 1985 AND 2000

	1985	2000
15 through 24 years	22.6%	18.2%
25 through 54 years	64.9	70.9
55 through 64 years	9.9	9.1
65 and older	2.6	1.8

SOURCE: Fullerton, "Labor Force Projections, 1986 to 2000," *Monthly Labor Review*, September 1987.

Table 14
PROJECTED PERCENT INCREASE AND SHARE OF NON-WHITES IN THE LABOR FORCE, SREB STATES

	Percent Increase Total Labor Force	Percent Non-Whites in Labor Force	
	1985 - 2000 (1)	1985 (2)	2000 (3)
United States	18.8%	13.8%	15.6%
SREB States	21.8	18.0	18.9
Alabama	14.8	23.4	24.5
Arkansas	20.2	14.9	14.9
Florida	31.9	13.9	14.7
Georgia	23.5	24.7	26.4
Kentucky	17.2	7.0	7.6
Louisiana	13.8	27.6	28.2
Maryland	17.6	24.6	27.2
Mississippi	16.1	31.8	33.1
North Carolina	16.1	21.7	23.1
Oklahoma	18.9	11.8	13.3
South Carolina	22.0	28.2	29.5
Tennessee	18.0	14.8	15.5
Texas	26.3	12.3	12.7
Virginia	21.4	22.5	24.5
West Virginia	14.7	3.3	3.3

SOURCE: SREB Analysis of National Planning Association population projections and U.S. Department of Labor, labor force participation rates.

the composition of the workforce is also expected to make a small shift to non-white.

The U.S. Department of Labor projects a national increase of 74 percent in the Hispanic labor force by the year 2000, compared to a 15 percent increase in the white labor force and a 29 percent increase in the black labor force. These increases will result in black and Hispanic workers comprising 22 percent of the national labor force in the year 2000.

Age Composition

The labor force will be older in the year 2000. There will be declines in the number of youths aged 15 through 24 years entering the labor force in the region (see Table 13). There will be an increase of over 9 million workers aged 25 through 64, with the largest part of that increase in the 40 through 54 age bracket. This is primarily due to the "baby boomers" aging and moving through the system.

Although the population aged 65 and older is expected to increase, the lower labor force participation rates projected by the the U.S. Department of Labor will result in a projected net absolute decline of workers in this age group.

The increase of mature adults in the work force augurs well for improved productivity, since these workers tend to outstrip the productivity of younger workers. However, promotions along career paths may become more difficult as more adult workers are available to compete for advancement.

As shown in Table 14, the size of the labor force is expected to increase in all states, but the rate of increase will vary—from less than 14 percent in Louisiana to almost 32 percent in Florida.

As shown in columns 2 and 3, the changes in the percentage that non-whites represent of the total labor force in 1985 and the year 2000 are not very great in relative terms, and some states are expected to experience no change at all.

WHAT ARE THE CONSEQUENCES IN THE YEAR 2000 OF TOO MANY SCHOOL DROPOUTS AND TOO FEW COLLEGE GRADUATES?

The projection of 10 million new jobs in the region by the year 2000 is just that—a projection. Those jobs are not yet created. The projection of the jobs that "could be" exceeds the projection of the labor force that will exist if current trends continue. This could create a shortage—a shortage of persons overall to fill available jobs, and more important, a shortage of sufficiently educated workers. Black and Hispanic citizens will comprise a larger percentage of those entering the workforce and a larger share of the total workforce. Currently blacks and Hispanics on the average have lower levels of educational attainment than whites. At the same time, the average level of educational attainment for whites in the region lags behind the national average.

What are the implications if real improvements are not made in the educational level of all the citizens of SREB states? What are the consequences if there are too many school dropouts and too few college graduates in the year 2000? Some very real possibilities are:

- Many of the jobs projected for the region may not appear. These jobs may be created elsewhere in the United States or elsewhere in the world. The evidence that jobs can fail to materialize, or move almost overnight to other parts of the nation and the world, is commonplace.

- Unemployment could rise, particularly for minority groups and low skilled workers. This situation is already a serious problem. At the beginning of this year, SREB states accounted for six of the ten states in the nation with the highest unemployment rates.

- Costs of welfare, social services, and the criminal justice system could increase.

- State and local revenues could lag or even decline, as has happened already in some states. The financial base could be inadequate to support needed state and local programs.

- It could be harder to get the productivity improvements that are essential for economic growth, particularly in the projected high growth service industries.

- More of the costs of maintaining normal levels of government services and basic standards of living would have to be borne by the relatively smaller workforce, or cuts in needed services would have to be made.

In short, it is unlikely that the new jobs projected for the SREB states by the year 2000 will be a reality unless the persons who are expected to fill them, and to help create them, are prepared.

On the other hand, the potential 10 million new jobs offer an opportunity for all citizens, but only if they are prepared to fill them. That means raising the general level of education of all citizens and reducing, and in the long term eliminating, the disparities in educational attainment among majority and minority groups.

Goals for Education recommends actions that can assure a better prepared work force, a more competitive position in an expanding global economy, and a better quality of life in the SREB states.

Copies of *Goals for Education: Challenge 2000* (at $5.00 per copy) are available from SREB. Also available is the technical appendix for this *Trends* report, including state-by-state information on population, education, and employment trends in more than 50 tables (at $10.00 per copy).

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TECHNICAL APPENDIX

TRENDS

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PREFACE

Predicting the future is not an exact science. At best it is well-informed guesswork. Looking back at where we have been and examining trends to shed light on where these trends *may be* taking us is not predicting *the* future, but it is predicting *a* future.

A picture of what *might be* can help us define what we think *ought to be*. These analyses of trends and projections are intended as tools to help leaders evaluate trends in their own state and to see the future that these trends project. Parts of that future pertaining to education may be unacceptable. In many cases we believe they are. We urge state leaders to set goals for education that will alter the future of educational achievement and attainment and, as a result, the quality of life.

To provide these tools to state leaders, a series of technical analyses and projections were prepared by Eva Galambos for the Southern Regional Education Board (SREB) and were used by its Commission for Educational Quality in developing *Goals for Education: Challenge 2000*. This technical appendix contains the methodology used by Dr. Galambos to make the projections and provides detailed information on population, employment, and educational attainment for each of the 15 SREB member states (Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia). Copies of the report, *Trends--Education, Employment, Population: Challenge 2000*, which highlights projections for the SREB region and states in 14 tables, 10 figures, and text, are available from SREB at $7.50 per copy.

HIGHLIGHTS

Population and Enrollment Trends

By the year 2000--

- o Population in the 15 SREB states will grow to 92.4 million, an increase of nearly 15 percent. One-third of the nation's population will reside in the SREB region.
- o Non-white population in the region will increase by almost 16 percent, compared to a 14.5 percent increase for the white population.
- o The Hispanic population will have grown faster than any other ethnic group and will comprise more than 12 percent of the region's youth under 17 years of age.
- o The primary "working age" group (ages 25 through 64) will increase both in numbers and the share it represents of the total population, while both numbers and share of the group that includes most college students (ages 15 through 34) will drop sharply.
- o Public school enrollment in the SREB region is expected to increase by nearly 10 percent, but almost as many states will have declines in school enrollments as will have gains.
- o Hispanics will represent a larger percentage of the school-age population (12 percent in 2000, compared to 9 percent in 1986); the percentage that is black (25 percent) will stay about the same.
- o If current trends continue, college enrollments in the SREB states will drop about 8 percent, with every state experiencing a drop in college enrollments.
- o Blacks and Hispanics are expected to comprise a slightly larger percentage of college enrollments because they will be a larger proportion of the 15- through 34-year-old population.

Educational Attainment

By the year 2000--

- o 81 percent of the adult population (25 years and older) in the SREB states will have completed 4 years of high school, compared to 87 percent for the nation.
- o High school completion rates for blacks and for Hispanics will remain behind that for whites in the region and the nation. More than 30 percent of the black and 50 percent of the Hispanic adult populations will not have completed high school.
- o 24 percent of the region's adult population will have completed four or more years of college--26 percent of the whites, but only 14 percent of the blacks, and 10 percent of the Hispanics.
- o Unless the proportion of the population attending college increases by 10 percent or more, there will be a decline of almost 7 percent in the number of baccalaureate degrees awarded in the year 2000 compared to those awarded in 1986.

Employment and Labor Force

By the year 2000--

- There will be 10.6 million new jobs in the region. It is estimated that more than half of these jobs will require some postsecondary education and college graduates will be needed for almost one-third of them.
- All states in the region will have experienced declines in agricultural employment and rapid employment gains in service industries.
- The total labor force will have increased by almost 9 million. 64 of every 100 new workers will be women; 23 of every 100 will be non-white.

METHODOLOGY

Population and Employment

Many of the projections in this report were developed in 1987 by the National Planning Association (NPA), an independent, private, non-profit organization in Washington, D.C. The NPA population projections are linked to employment projections, and reflect assumptions of future birth rates as well as future migration patterns. The NPA projections also were used because they show employment gains and losses by industry sector for each state. An analysis estimating employment by industries in the states and the impact of this projected industry growth and decline on net migration provided the basis for the population projections developed by NPA. The NPA assumptions include a slowdown in the annual rates of growth in personal income, population, and labor force; relatively high rates of capital formation; and moderately high growth in productivity and hourly earnings in the period from 1985 to 2000. It is important to keep in mind that projections developed by various organizations will differ, depending on the assumptions each one uses.

Public School Enrollments

The percentages of the 1985 school age (5-19 years) population who were enrolled in public schools in 1985 in each state were applied to the projected population aged 5-19 in the year 2000. The underlying assumptions are that the same proportions of private school enrollments and dropout rates that existed in 1985 will exist in the year 2000.

College Enrollment

The ratio of 1986 college enrollments to the population aged 15 through 34 years in 1985 was applied to the projected population in the same age group for each state in the year 2000. Enrollments include all ages and, therefore, the ratio is not a true descriptor of the percentage of 15- through 34-year-olds enrolled in college, but nevertheless is a close indicator of college participation rates.

To project blacks as a percentage of college enrollments in the year 2000, an index was developed. It represents blacks as a percentage of total college enrollments divided by the share of non-whites of the total population aged 15 through 34 years. Non-whites and blacks are not synonymous, but because more precise data were not available and the proportion of non-whites who are of a race other than black is small, non-whites in the SREB states were used as an approximation in this report.

Educational Attainment Level

Educational attainment projections are based on: (1) the expected educational attainment level of the U. S. population in the year 2000, and (2) the relationship between the educational attainment levels of the region and the 15 SREB states to the U.S. level. The relationships to the U.S. for each SREB state and the region in 1980 were applied to the projected educational attainment levels for the U.S. in the year 2000.

The proportions of the U.S. population aged 25 and older in the year 2000 expected to reach various levels of highest educational attainment are based on corresponding proportions for those

aged 25 through 49 years in 1985. This age group, which had higher levels of educational attainment than those 50 years and older in 1985, will be 40 through 64 years old in 2000. As the younger age groups with more education become older and the older population with lower educational patterns dies, a slight improvement is projected in the proportions with various highest educational levels in the year 2000. The source for the 1985 educational attainment levels of the U.S. population, by age groups, is the Census Bureau "Current Population Survey," published in the U.S. Department of Education's *Digest of Educational Statistics 1987*.

Labor Force Projections

The state and regional labor force projections were developed by applying age - and race-specific labor force participation rates provided by the U.S. Department of Labor to the population projections developed by the National Planning Association. The assumption is made that labor force participation rates by age and race will be the same in each SREB state as in the nation. The U.S. Department of Labor participation rates were developed by defining the youth group as 16- through 24-year-olds. The National Planning Association state-by-state data used in this report includes 15- through 24-year-olds, so that applying the rates for 16- through 24-year-olds to this group overstates the youth labor market entrants by the 15-year-old cohort.

PROJECTED POPULATION CHANGES, 1985 - 2000
(Thousands)
United States

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	14,572.4	13,843.8	-5.0	3,452.1	3,772.5	9.3	18,024.5	17,616.3	-2.3
5-14	27,373.4	30,462.0	11.3	6,469.4	7,785.5	20.3	33,842.8	38,247.5	13.0
15-19	14,862.1	15,127.2	1.8	3,368.4	3,821.4	13.4	18,230.5	18,948.6	3.9
20-24	17,694.5	13,911.8	-21.4	3,522.4	3,248.2	-7.8	21,216.9	17,160.0	-19.1
25-29	18,353.4	14,089.5	-23.2	3,469.9	3,311.1	-4.6	21,823.3	17,400.6	-20.3
30-34	16,906.2	15,516.8	-8.2	3,126.2	3,495.3	11.8	20,032.4	19,012.1	-5.1
35-64	66,529.6	88,529.5	33.1	10,015.3	15,962.1	59.4	76,544.8	104,491.6	36.5
65 and over	25,860.9	30,988.3	19.8	2,784.8	3,788.4	36.0	28,645.8	34,776.7	21.4
Total	202,152.4	222,468.8	10.1	36,208.5	45,184.6	24.8	238,361.0	267,653.4	12.3

SREB States

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	4,588.8	4,544.6	-1.0	1,580.9	1,599.9	1.2	6,163.3	6,144.5	-0.3
5-14	8,681.6	9,891.4	13.9	2,998.2	3,284.6	9.6	11,690.1	13,176.1	12.7
15-19	4,697.2	4,893.1	4.2	1,564.0	1,622.1	3.7	6,264.4	6,515.1	4.0
20-24	5,642.3	4,595.1	-18.6	1,603.8	1,395.4	-13.0	7,244.1	5,990.5	-17.3
25-29	5,700.0	4,683.2	-17.8	1,541.9	1,388.9	-9.9	7,239.3	6,072.1	-16.1
30-34	5,324.5	5,126.4	-3.7	1,367.6	1,461.9	6.9	6,693.4	6,588.3	-1.6
35-64	21,376.6	29,268.7	36.9	4,203.0	6,486.1	54.3	25,573.6	35,754.8	39.8
65 and over	8,238.6	10,562.4	28.2	1,376.8	1,572.2	14.2	9,615.0	12,134.6	26.2
Total	64,249.6	73,564.8	14.5	16,236.1	18,810.9	15.9	80,483.2	92,375.8	14.8

SOURCE: National Planning Association

PROJECTED POPULATION CHANGES, 1985 - 2000
(Thousands)
Alabama

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	194.4	188.4	-3.1	103.1	98.6	-4.4	297.5	287.0	-3.5
5-14	408.6	404.4	-1.0	211.4	202.1	-4.4	620.0	606.4	-2.2
15-19	227.8	205.1	-10.0	108.1	100.1	-7.4	335.8	305.1	-9.2
20-24	250.7	204.9	-18.3	101.3	88.9	-12.3	352.0	293.8	-16.5
25-29	249.9	206.7	-17.3	96.6	85.3	-11.7	346.5	291.9	-15.7
30-34	239.8	227.8	-5.0	85.8	88.2	2.8	325.6	316.1	-2.9
35-64	987.3	1,246.1	26.2	253.1	375.9	42.9	1,250.3	1,622.0	29.7
65 and over	376.4	446.1	18.5	109.8	107.9	-1.8	486.2	554.0	13.9
Total	2,934.8	3,129.4	6.6	1,079.1	1,146.9	6.3	4,014.0	4,276.2	6.5

Arkansas

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	129.6	128.4	-0.9	45.2	41.0	-9.1	174.7	169.4	-3.0
5-14	270.3	271.4	0.4	88.1	85.0	-3.4	358.4	356.4	-0.6
15-19	152.3	144.4	-5.2	45.1	43.2	-4.2	197.4	187.6	-5.0
20-24	153.8	143.8	-6.5	38.3	36.0	-5.9	192.1	179.8	-6.4
25-29	148.1	139.7	-5.7	35.0	31.6	-9.7	183.1	171.3	-6.4
30-34	149.1	153.6	3.0	30.4	31.5	3.7	179.5	185.1	3.1
35-64	641.1	839.8	31.0	90.9	130.1	43.1	732.0	969.9	32.5
65 and over	290.4	335.5	15.5	46.9	40.1	-14.5	337.4	375.6	11.3
Total	1,934.7	2,156.6	11.5	419.8	438.5	4.5	2,354.5	2,595.1	10.2

Florida

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	559.6	629.7	12.5	186.7	195.5	4.7	746.3	825.2	10.6
5-14	1,021.0	1,403.4	37.4	319.1	420.1	31.6	1,340.2	1,823.4	36.1
15-19	608.5	684.2	12.4	158.8	199.2	25.5	767.3	883.4	15.1
20-24	741.5	603.6	-18.6	161.3	152.9	-5.2	902.8	756.5	-16.2
25-29	747.5	653.3	-12.6	164.1	153.0	-6.8	911.6	806.4	-11.5
30-34	715.8	761.6	6.4	151.7	160.6	5.9	867.5	922.2	6.3
35-64	3,365.4	4,902.5	45.7	451.1	773.3	71.4	3,816.5	5,675.7	48.7
65 and over	1,871.8	2,751.9	47.0	123.7	168.9	36.5	1,995.5	2,920.8	46.4
Total	9,631.1	12,390.1	28.6	1,716.5	2,223.4	29.5	11,347.6	14,813.5	28.8

SOURCE: National Planning Association

PROJECTED POPULATION CHANGES, 1985 - 2000
(Thousands)
Georgia

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	295.7	309.2	4.6	159.3	168.9	6.1	455.0	478.1	5.1
5-14	594.8	660.4	11.0	313.6	343.6	9.6	908.4	1,004.0	10.5
15-19	326.6	315.0	-3.5	161.8	167.1	3.3	488.4	482.2	-1.3
20-24	386.8	310.0	-19.9	170.1	151.2	-11.1	556.9	461.2	-17.2
25-29	385.5	327.4	-15.1	163.2	148.6	-9.0	548.7	475.9	-13.3
30-34	369.2	362.0	-1.9	141.6	156.2	10.3	510.8	518.2	1.5
35-64	1,484.5	2,052.7	38.3	422.1	693.0	64.2	1,906.5	2,745.7	44.0
65 and over	461.9	633.4	37.1	130.2	150.9	15.9	592.1	784.2	32.5
Total	4,304.8	4,970.0	15.5	1,661.9	1,979.5	19.1	5,966.7	6,949.5	16.5

Kentucky

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	246.3	236.7	-3.9	25.4	28.3	11.6	271.7	265.0	-2.5
5-14	519.4	500.4	-3.7	52.0	54.0	3.9	571.4	554.4	-3.0
15-19	275.0	252.2	-8.3	29.7	28.4	-4.4	304.7	280.6	-7.9
20-24	302.7	257.1	-15.1	32.5	29.4	-9.7	335.3	286.4	-14.6
25-29	301.0	251.4	-16.5	28.4	27.1	-4.9	329.5	278.5	-15.5
30-34	283.2	267.7	-5.4	23.7	27.8	17.1	306.9	295.5	-3.7
35-64	1,087.1	1,441.5	32.6	71.5	110.4	54.3	1,158.6	1,551.9	33.9
65 and over	414.7	479.5	15.6	27.7	29.8	7.6	442.4	509.3	15.1
Total	3,429.4	3,686.5	7.5	290.9	335.0	15.2	3,720.3	4,021.5	8.1

Louisiana

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	253.7	221.0	-12.9	151.6	131.3	-13.4	405.3	352.3	-13.1
5-14	441.4	479.4	8.6	282.8	273.2	-3.4	724.1	752.5	3.9
15-19	229.0	236.0	3.1	137.5	139.2	1.2	366.5	375.2	2.4
20-24	289.6	208.8	-27.9	136.5	117.0	-14.3	426.1	325.8	-23.5
25-29	296.8	210.0	-29.2	129.1	104.7	-19.0	425.9	314.7	-26.1
30-34	264.6	237.6	-10.2	114.5	107.5	-6.1	379.1	345.2	-9.0
35-64	965.2	1,278.1	32.4	340.4	473.0	39.0	1,305.6	1,751.1	34.1
65 and over	327.8	377.7	15.2	112.9	115.4	2.2	440.7	493.1	11.9
Total	3,068.1	3,248.6	5.9	1,405.2	1,461.2	4.0	4,473.4	4,709.8	5.3

SOURCE: National Planning Association

PROJECTED POPULATION CHANGES, 1985 - 2000
(Thousands)
Maryland

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	210.7	208.8	-0.9	100.7	112.4	11.6	311.4	321.1	3.1
5-14	389.1	465.4	19.6	186.1	241.4	29.7	575.2	706.9	22.9
15-19	237.5	230.0	-3.2	110.2	112.6	2.1	347.7	342.5	-1.5
20-24	285.4	207.4	-27.3	118.9	96.5	-18.9	404.3	303.8	-24.9
25-29	288.8	217.5	-24.7	115.1	105.7	-8.1	403.8	323.2	-20.0
30-34	269.9	251.2	-6.9	107.1	122.7	14.5	377.1	373.9	-0.8
35-64	1,161.7	1,497.6	28.9	347.0	534.0	53.9	1,508.6	2,031.6	34.7
65 and over	385.3	506.9	31.6	72.2	110.4	53.0	457.5	617.3	34.9
Total	3,228.4	3,584.8	11.0	1,157.2	1,435.6	24.1	4,385.6	5,020.3	14.5

Mississippi

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	115.6	107.4	-7.1	102.1	93.8	-8.1	217.7	201.2	-7.6
5-14	231.6	227.5	-1.8	202.8	196.9	-2.9	434.4	424.4	-2.3
15-19	132.1	124.0	-6.1	105.2	98.8	-6.1	237.3	222.8	-6.1
20-24	140.9	123.4	-12.4	92.6	82.3	-11.1	233.5	205.7	-11.9
25-29	134.7	118.7	-11.9	81.0	73.4	-9.4	215.7	192.1	-11.0
30-34	130.2	124.3	-4.5	70.4	75.5	7.2	200.7	199.8	-0.4
35-64	548.4	685.2	25.0	210.6	305.7	45.2	759.0	990.9	30.6
65 and over	214.6	247.0	15.1	96.0	91.3	-4.9	310.7	338.4	8.9
Total	1,648.1	1,757.4	6.6	960.8	1,017.8	5.9	2,608.9	2,775.2	6.4

North Carolina

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	292.0	304.8	4.4	125.4	136.3	8.7	417.4	441.0	5.7
5-14	600.0	653.2	8.9	274.6	275.9	0.4	874.6	929.1	6.2
15-19	352.7	312.4	-11.4	150.0	135.7	-9.5	502.7	448.0	-10.9
20-24	432.4	315.6	-27.0	154.0	128.0	-16.9	586.4	443.6	-24.4
25-29	424.5	332.3	-21.7	145.7	129.9	-10.9	570.2	462.2	-18.9
30-34	401.7	368.8	-8.2	133.0	132.6	-0.3	534.7	501.4	-6.2
35-64	1,648.6	2,176.0	32.0	404.4	620.0	53.3	2,053.0	2,796.0	36.2
65 and over	572.8	796.5	39.1	133.7	162.0	21.1	706.5	958.5	35.7
Total	4,724.7	5,259.6	11.3	1,520.8	1,720.2	13.1	6,245.5	6,979.8	11.8

SOURCE: National Planning Association

PROJECTED POPULATION CHANGES, 1985 - 2000
(Thousands)
Oklahoma

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	226.7	203.4	-10.2	51.7	49.7	-3.8	278.3	253.2	-9.0
5-14	407.8	457.6	12.2	88.3	97.6	10.5	496.1	555.2	11.9
15-19	199.9	232.8	16.5	42.8	52.4	22.5	242.7	285.2	17.5
20-24	251.1	211.1	-15.9	44.3	41.3	-6.8	295.4	252.3	-14.6
25-29	256.3	201.1	-21.5	41.5	41.8	0.7	297.8	242.9	-18.4
30-34	233.1	207.1	-11.2	34.2	42.3	23.6	267.3	249.4	-6.7
35-64	905.5	1,186.8	31.1	108.9	166.5	52.9	1,014.4	1,353.3	33.4
65 and over	367.0	365.9	-0.3	37.0	37.1	0.2	404.0	402.9	-0.3
Total	2,847.3	3,065.7	7.7	448.6	528.6	17.8	3,295.9	3,594.3	9.1

South Carolina

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	155.3	160.6	3.4	102.8	100.7	-2.0	251.6	261.3	3.8
5-14	305.1	335.2	9.8	191.2	205.2	7.3	506.7	540.4	6.7
15-19	173.4	169.4	-2.3	102.9	102.8	-0.2	279.6	272.2	-2.7
20-24	216.9	174.6	-19.5	104.9	92.2	-12.1	319.8	266.8	-16.6
25-29	208.1	180.7	-13.1	100.0	91.3	-8.7	305.6	272.0	-11.0
30-34	195.5	192.1	-1.8	92.5	95.4	3.2	289.4	287.5	-0.6
35-64	781.6	1,061.8	35.9	272.5	428.9	57.4	1,048.0	1,490.7	42.2
65 and over	254.1	362.7	42.7	87.9	103.3	17.6	341.6	466.1	36.4
Total	2,290.0	2,637.0	15.2	1,054.8	1,219.8	15.7	3,342.2	3,856.8	15.4

Tennessee

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	251.3	254.2	1.2	71.4	71.3	-0.2	322.7	325.5	0.9
5-14	539.2	535.7	-0.7	146.0	144.0	-1.4	685.2	679.6	-0.8
15-19	301.1	269.3	-10.6	77.6	72.1	-7.1	378.7	341.4	-9.9
20-24	334.7	277.9	-17.0	81.6	66.4	-18.7	416.3	344.2	-17.3
25-29	343.4	290.5	-15.4	75.8	65.1	-14.2	419.2	355.6	-15.2
30-34	332.5	320.4	-3.6	69.4	67.8	-2.3	401.9	388.2	-3.4
35-64	1,353.0	1,791.1	32.4	203.0	316.2	55.7	1,556.0	2,107.2	35.4
65 and over	499.8	607.9	21.6	75.3	79.3	5.3	575.2	687.3	19.5
Total	3,955.0	4,346.9	9.9	800.1	882.1	10.2	4,755.1	5,229.0	10.0

SOURCE: National Planning Association

PROJECTED POPULATION CHANGES, 1985 - 2000
(Thousands)
Texas

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	1,237.3	1,179.6	-4.7	221.9	224.7	1.3	1,459.2	1,404.3	-3.8
5-14	2,151.8	2,598.4	20.8	401.9	452.2	13.0	2,553.7	3,052.7	19.5
15-19	1,029.1	1,272.3	23.6	196.5	218.0	11.0	1,225.5	1,490.3	21.6
20-24	1,302.6	1,140.8	-12.4	232.4	192.7	-17.1	1,535.0	1,333.5	-13.1
25-29	1,393.4	1,135.1	-18.5	237.8	199.8	-16.0	1,631.1	1,334.9	-18.2
30-34	1,241.3	1,157.6	-6.7	204.2	208.2	1.9	1,445.5	1,365.8	-5.5
35-64	4,391.3	6,394.3	45.6	568.0	928.5	63.5	4,959.3	7,322.8	47.7
65 and over	1,372.1	1,668.0	21.6	162.3	170.6	5.1	1,534.4	1,838.6	19.8
Total	14,118.8	16,546.2	17.2	2,224.9	2,596.6	16.7	16,343.7	19,142.8	17.1

Virginia

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	298.5	293.3	-1.8	128.1	142.0	10.8	426.6	435.2	2.0
5-14	518.7	645.2	24.4	228.5	280.2	22.6	747.2	925.4	23.8
15-19	304.5	315.7	3.7	130.8	146.4	12.0	435.3	462.2	6.2
20-24	400.3	277.2	-30.8	128.6	115.9	-9.9	528.9	393.1	-25.7
25-29	367.2	283.3	-22.9	122.1	126.6	3.7	489.3	409.9	-16.2
30-34	344.6	354.5	2.9	103.0	140.3	36.2	447.6	494.7	10.5
35-64	1,457.3	1,952.2	34.0	430.3	604.6	40.5	1,887.6	2,556.8	35.5
65 and over	583.4	710.0	21.7	151.1	196.1	29.9	734.4	906.2	23.4
Total	4,274.6	4,831.4	13.0	1,422.3	1,752.0	23.2	5,696.9	6,583.5	15.6

West Virginia

Selected Age Groups	White			Non-White			Total		
	1985	2000	Percent Change	1985	2000	Percent Change	1985	2000	Percent Change
Below 5	122.2	119.3	-2.4	5.7	5.5	-2.8	127.9	124.8	-2.4
5-14	282.7	254.0	-10.1	11.9	11.3	-5.0	294.6	265.4	-9.9
15-19	147.6	130.3	-11.7	7.2	6.3	-12.1	154.8	136.6	-11.8
20-24	152.8	139.1	-9.0	6.7	5.0	-24.7	159.5	144.1	-9.6
25-29	154.8	135.4	-12.5	6.6	5.2	-20.9	161.4	140.6	-12.9
30-34	154.1	140.0	-9.2	6.0	5.4	-9.9	160.1	145.4	-9.2
35-64	598.8	763.2	27.5	19.3	26.0	34.4	618.1	789.1	27.7
65 and over	246.5	273.4	10.9	10.1	9.1	-9.7	256.6	282.5	10.1
Total	1,859.5	1,954.6	5.1	73.3	73.8	0.6	1,932.9	2,028.4	4.9

SOURCE: National Planning Association

EDUCATIONAL ATTAINMENT
PERCENT OF POPULATION 25 YEARS AND OLDER
BY HIGHEST LEVEL OF EDUCATIONAL ATTAINMENT
1980

	Less than 4 years of high school				4 years of high school or more				1-3 years of college				4 or more years of college			
	Total	White	Black	Hispanic	Total	White	Black	Hispanic	Total	White	Black	Hispanic	Total	White	Black	Hispanic
United States	13.0	31.2	48.8	56.0	87.0	68.8	51.2	44.0	46.0	33.1	21.9	19.6	16.2	17.1	8.4	7.4
SREB States	39.9	36.6	53.9	60.4	60.1	63.4	46.1	39.6	42.1	31.4	19.3	18.0	14.8	16.2	8.1	7.6
Alabama	43.5	39.3	58.6	55.6	56.5	60.7	41.4	44.4	24.7	26.8	17.1	17.8	12.2	13.5	7.2	9.5
Arkansas	44.5	41.7	63.7	50.7	55.5	58.3	36.3	49.3	22.3	23.5	13.7	21.0	10.8	11.5	6.0	8.6
Florida	33.4	30.4	55.4	45.8	66.6	69.6	44.6	54.2	31.6	33.3	18.5	27.8	14.9	15.8	7.3	13.4
Georgia	43.6	39.3	58.3	41.4	56.4	60.7	41.7	58.6	27.9	31.3	16.1	31.1	14.6	16.6	7.5	14.9
Kentucky	46.9	46.7	50.3	57.0	53.1	53.3	49.7	43.0	21.8	21.9	18.7	19.9	11.1	11.3	6.5	9.9
Louisiana	42.4	36.4	59.6	53.3	57.6	63.6	40.4	46.7	26.7	30.1	16.6	29.2	13.9	16.0	7.5	14.2
Maryland	32.6	30.2	43.4	27.6	67.4	69.8	56.6	72.4	34.9	36.7	25.6	43.9	20.4	22.1	11.3	25.2
Mississippi	45.2	36.1	67.3	54.3	54.8	63.9	32.7	45.7	25.6	30.0	14.9	21.9	12.3	14.4	7.1	9.7
North Carolina	45.2	42.2	56.9	49.0	54.8	57.8	43.1	51.0	27.0	29.4	17.3	24.7	13.2	14.7	7.3	11.1
Oklahoma	34.0	32.8	42.8	47.9	66.0	67.2	57.2	52.1	31.2	32.0	24.4	24.9	15.1	15.7	9.7	10.3
South Carolina	46.2	41.1	61.1	53.4	53.8	58.9	38.9	46.6	26.7	31.0	14.4	21.2	13.4	15.9	6.4	8.3
Tennessee	43.8	42.2	55.3	54.9	56.2	57.8	44.7	45.1	24.5	25.3	18.2	22.0	12.6	13.2	7.9	10.6
Texas	37.4	34.3	47.0	64.6	62.6	65.7	53.0	35.4	33.8	36.3	23.9	15.1	16.9	18.5	9.1	5.6
Virginia	37.6	33.9	66.1	31.7	62.4	66.1	33.9	68.3	24.0	36.7	19.0	40.5	19.1	21.1	7.9	21.5
West Virginia	44.0	44.0	47.8	54.1	56.0	56.0	52.2	45.9	20.4	20.2	20.5	21.3	10.4	10.3	9.2	11.6

Source: 1980 U.S. Census Reports

EDUCATIONAL ATTAINMENT
PERCENT OF POPULATION 25 YEARS AND OLDER
BY HIGHEST LEVEL OF EDUCATIONAL ATTAINMENT
2000

	Less than 4 years of high school				4 years of high school or more				1-3 years of college or more				4 or more years of college			
	Total	White	Black	Hispanic	Total	White	Black	Hispanic	Total	White	Black	Hispanic	Total	White	Black	Hispanic
United States	13.0	10.0	25.0	46.0	87.0	90.0	75.0	54.0	46.0	48.0	34.0	24.0	26.0	27.0	14.0	10.0
SREB States	21.3	16.8	32.4	51.3	78.7	83.3	67.6	48.7	42.1	45.6	30.1	22.1	23.8	25.6	13.5	9.7
Alabama	26.8	21.3	39.3	45.0	73.2	78.7	60.7	55.0	35.5	38.8	26.7	22.2	19.6	21.3	12.0	12.5
Arkansas	28.8	25.1	47.0	41.4	71.2	74.9	53.0	58.6	31.9	34.0	21.2	25.8	17.3	18.2	10.0	11.3
Florida	13.3	9.3	34.7	33.1	86.7	90.7	65.3	66.9	45.2	48.0	28.8	34.4	24.0	25.0	12.2	17.6
Georgia	25.8	19.8	38.9	27.6	74.2	80.2	61.1	72.4	40.4	45.6	25.3	38.5	23.5	26.2	12.5	19.5
Kentucky	31.4	31.3	27.7	46.9	68.6	68.8	72.3	53.1	31.5	31.8	28.9	24.7	17.9	17.9	10.8	13.0
Louisiana	24.7	16.8	40.7	28.4	75.3	83.2	59.3	71.6	38.7	43.8	25.9	36.1	22.4	25.3	12.5	18.6
Maryland	10.3	6.9	16.6	10.0	89.7	93.1	83.4	90.0	51.2	54.1	40.0	54.9	32.8	34.9	18.8	33.0
Mississippi	28.7	16.8	51.7	43.7	71.3	83.2	48.3	56.3	36.7	43.3	23.4	27.0	19.8	22.8	11.8	12.7
North Carolina	28.4	24.0	36.9	37.1	71.6	76.0	63.1	62.9	38.7	42.6	27.0	30.5	21.2	23.2	12.2	14.6
Oklahoma	14.0	12.3	16.1	35.9	86.0	87.7	83.9	64.1	44.8	46.3	38.0	30.6	24.3	24.8	16.2	13.5
South Carolina	29.5	22.2	43.2	42.7	70.5	77.8	56.8	57.3	38.4	45.0	32.5	26.0	21.5	25.1	10.7	10.9
Tennessee	27.1	25.0	34.5	44.4	72.9	75.0	65.5	55.6	35.4	36.8	28.4	27.2	20.3	20.9	13.2	13.9
Texas	17.2	12.8	22.2	56.6	82.8	87.2	77.8	43.4	48.7	52.7	37.1	18.4	27.2	29.2	15.2	7.3
Virginia	16.8	11.5	36.9	15.4	83.2	88.5	63.1	84.6	49.6	53.9	29.6	50.4	30.7	33.3	13.2	28.2
West Virginia	28.4	28.6	23.6	43.2	71.6	71.4	76.4	56.8	29.4	29.3	32.1	26.5	16.7	16.3	15.3	15.2

Source: Projections developed by Dr. Eva Galambos based on 1980 and 1985 U. S. Census Reports.

LABOR FORCE PROJECTIONS
(Thousands)

United States

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	22,985.0	21,779.2	-5.2	3,900.2	4,241.8	8.8	26,885.2	26,021.0	-3.2
25-29	15,270.0	12,455.1	-18.4	2,710.0	2,658.8	-1.9	17,980.0	15,114.0	-15.9
30-59	58,389.4	80,285.4	37.5	9,143.8	14,699.8	60.8	67,533.3	94,985.2	40.6
60-64	4,312.4	3,756.0	-12.9	508.5	493.4	-3.0	4,820.9	4,249.4	-11.9
65-75+	2,767.1	2,293.1	-17.1	314.7	250.0	-20.5	3,081.8	2,543.2	-17.5
Total Labor Force	103,723.9	120,569.0	16.2	16,577.2	22,343.8	34.8	120,301.2	142,912.8	18.8

SREB States

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	7,299.7	7,116.1	-2.5	1,793.0	1,810.5	1.0	9,092.7	8,926.6	-1.8
25-29	4,742.4	4,139.9	-12.7	1,204.2	1,115.2	-7.4	5,946.6	5,255.2	-11.6
30-59	18,673.7	26,400.7	41.4	3,871.5	6,039.9	56.0	22,545.2	32,440.6	43.9
60-64	1,389.7	1,302.2	-6.3	218.6	192.3	-12.0	1,608.3	1,494.5	-7.1
65-75+	881.5	781.6	-11.3	155.6	103.8	-33.3	1,037.1	885.4	-14.6
Total Labor Force	32,987.1	39,740.5	20.5	7,242.9	9,261.8	27.9	40,229.93	49,002.30	21.8

SOURCE: National Planning Association, population estimates;
Bureau of Labor Statistics, labor force participation rates.

LABOR FORCE PROJECTIONS
(Thousands)

Alabama

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	337.8	307.5	-9.0	118.5	113.4	-4.3	456.3	420.8	-7.8
25-29	207.9	182.7	-12.1	75.4	68.5	-9.2	283.3	251.2	-11.4
30-59	861.6	1,128.3	30.9	238.2	352.7	48.1	1,099.8	1,481.0	34.7
60-64	61.6	57.0	-7.5	15.5	11.4	-26.6	77.2	68.4	-11.3
65-75+	40.3	33.0	-18.0	12.4	7.1	-42.7	52.7	40.1	-23.8
Total Labor Force	1,509.2	1,708.5	13.2	460.0	553.1	20.2	1,969.3	2,261.6	14.8

Arkansas

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	216.1	216.2	0.0	47.2	47.5	0.7	263.3	263.7	0.2
25-29	123.2	123.5	0.2	27.3	25.4	-7.2	150.5	148.9	-1.1
30-59	548.3	749.5	36.7	82.9	123.0	48.4	631.2	872.5	38.2
60-64	43.3	42.0	-2.8	5.4	3.9	-28.5	48.7	45.9	-5.7
65-75+	31.1	24.8	-20.1	5.3	2.6	-50.1	36.4	27.5	-24.5
Total Labor Force	962.0	1156.1	20.2	168.1	202.4	20.4	1,130.1	1,358.5	20.2

Florida

Age	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	953.1	965.9	1.3	181.1	211.2	16.6	1,134.2	1,177.1	3.8
25-29	621.9	577.5	-7.1	128.2	122.9	-4.1	750.1	700.4	-6.6
30-59	2,695.3	4,199.0	55.8	426.4	702.1	64.6	3,121.7	4,901.2	57.0
60-64	290.0	274.0	-5.5	20.1	24.9	24.0	310.1	298.9	-3.6
65-75+	200.3	203.6	1.7	14.0	11.1	-20.3	214.3	214.8	0.2
Total Labor Force	4,760.6	6,220.0	30.7	769.8	1,072.3	39.3	5,530.4	7,292.3	31.9

SOURCE: National Planning Association, population estimates;
Bureau of Labor Statistics, labor force participation rates.

LABOR FORCE PROJECTIONS
(Thousands)

Georgia

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	503.6	468.7	-6.9	187.9	191.0	1.7	691.5	659.7	-4.6
25-29	320.7	289.4	-9.8	127.4	119.3	-6.4	448.2	408.7	-8.8
30-59	1,322.4	1,857.3	40.5	395.9	648.5	63.8	1,718.3	2,505.8	45.8
60-64	84.2	88.0	4.5	20.5	19.3	-6.1	104.7	107.3	2.4
65-75+	49.4	46.9	-5.2	14.7	10.0	-32.3	64.1	56.8	-11.4
Total Labor Force	2,280.3	2,750.3	20.6	746.5	988.0	32.4	3,026.8	3,738.3	23.5

Kentucky

Age	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	407.9	382.0	-6.4	35.2	34.6	-1.6	443.1	416.6	-6.0
25-29	250.4	222.3	-11.3	22.2	21.7	-2.2	272.7	244.0	-10.5
30-59	966.7	1,318.8	36.4	64.9	105.8	63.0	1,031.6	1,424.5	38.1
60-64	67.2	62.0	-7.7	4.3	3.2	-26.5	71.5	65.2	-8.8
65-75+	44.4	35.5	-20.0	3.1	2.0	-37.2	47.5	37.5	-21.2
Total Labor Force	1,736.6	2,020.5	16.3	129.7	167.3	28.9	1,866.3	2,187.7	17.2

Louisiana

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	366.2	333.6	-8.9	155.1	153.7	-0.9	521.2	487.3	-6.5
25-29	246.9	185.7	-24.8	100.8	84.0	-16.7	347.8	269.7	-22.5
30-59	873.7	1,185.6	35.7	315.7	441.8	39.9	1,189.4	1,627.4	36.8
60-64	57.4	49.4	-13.9	18.0	13.8	-23.1	75.4	63.2	-16.1
65-75+	35.1	28.0	-20.3	12.8	7.6	-40.3	47.8	35.6	-25.6
Total Labor Force	1,579.3	1,782.2	12.9	602.4	700.9	16.4	2,181.7	2,483.2	13.8

SOURCE: National Planning Association, population estimates;
Bureau of Labor Statistics, labor force participation rates.

LABOR FORCE PROJECTIONS
(Thousands)

Maryland

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	369.2	328.0	-11.2	129.7	125.4	-3.3	498.9	453.4	-9.1
25-29	240.3	192.3	-20.0	89.9	84.9	-5.6	330.1	277.2	-16.0
30-59	1,002.7	1,339.5	33.6	321.9	499.5	55.2	1,324.6	1,839.0	38.8
60-64	73.0	64.8	-11.2	15.1	15.4	2.0	88.1	80.3	-8.9
65-75+	41.2	37.5	-9.0	8.2	7.3	-10.6	49.4	44.8	-9.3
Total Labor Force	1,726.4	1,962.1	13.7	564.7	732.5	29.7	2,291.1	2,694.7	17.6

Mississippi

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	192.8	185.6	-3.7	112.0	108.6	-3.0	304.7	294.2	-3.4
25-29	112.1	104.9	-6.4	63.3	58.9	-6.8	175.3	163.8	-6.6
30-59	476.4	613.7	28.8	192.7	288.4	49.6	669.1	902.1	34.8
60-64	34.0	33.3	-2.0	12.2	9.8	-19.0	46.1	43.1	-6.5
65-75+	23.0	18.3	-20.4	10.8	6.0	-44.4	33.8	24.3	-28.1
Total Labor Force	838.2	955.7	14.0	390.9	471.8	20.7	1,229.1	1,427.5	16.1

North Carolina

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	554.3	471.0	-15.0	172.0	158.2	-8.0	726.3	629.2	-13.4
25-29	353.2	293.8	-16.8	113.8	104.3	-8.4	467.0	398.0	-14.8
30-59	1,438.5	1,934.7	34.5	370.8	570.0	53.8	1,809.2	2,504.7	38.4
60-64	103.7	102.5	-1.2	22.5	18.5	-17.9	126.2	120.9	-4.2
65-75+	61.3	58.9	-3.8	15.1	10.7	-29.3	76.4	69.6	-8.9
Total Labor Force	2,510.9	2,860.8	13.9	694.2	861.7	24.1	3,205.1	3,722.5	16.1

SOURCE: National Planning Association, population estimates;
Bureau of Labor Statistics, labor force participation rates.

LABOR FORCE PROJECTIONS
(Thousands)

Oklahoma

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	318.4	332.9	4.6	49.3	56.2	14.0	367.7	389.1	5.8
25-29	213.2	177.8	-16.6	32.4	33.6	3.5	245.7	211.3	-14.0
30-59	802.5	1,084.1	35.1	99.2	160.4	61.7	901.7	1,244.5	38.0
60-64	56.3	47.8	-15.1	5.7	4.6	-20.1	62.0	52.4	-15.6
65-75+	39.3	27.1	-31.1	4.2	2.4	-41.5	43.4	29.5	-32.1
Total Labor Force	1,429.7	1,669.7	16.8	190.8	257.2	34.8	1,620.5	1,926.9	18.9

South Carolina

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	275.6	258.0	-6.4	117.6	117.0	-0.6	393.2	375.0	-4.6
25-29	173.1	159.8	-7.7	78.1	73.3	-6.1	251.2	233.1	-7.2
30-59	687.9	957.4	39.2	256.4	399.2	55.7	944.2	1,356.6	43.7
60-64	48.7	49.0	0.7	13.7	12.2	-10.9	62.3	61.2	-1.8
65-75+	27.2	26.8	-1.3	9.9	6.8	-31.3	37.1	33.7	-9.3
Total Labor Force	1,212.4	1,451.1	19.7	475.7	608.5	27.9	1,688.1	2,059.5	22.0

Tennessee

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	448.9	410.3	-8.6	90.1	83.1	-7.8	539.0	493.4	-8.5
25-29	285.7	256.8	-10.1	59.2	52.2	-11.8	344.9	309.0	-10.4
30-59	1,187.7	1,614.5	35.9	188.0	292.6	55.7	1,375.7	1,907.1	38.6
60-64	83.2	81.6	-1.9	11.3	9.1	-19.8	94.5	90.6	-4.1
65-75+	53.5	45.0	-15.9	8.5	5.2	-38.5	62.0	50.2	-19.0
Total Labor Force	2,059.0	2,408.2	17.0	357.1	442.2	23.8	2,416.1	2,850.4	18.0

SOURCE: National Planning Association, population estimates;
Bureau of Labor Statistics, labor force participation rates.

LABOR FORCE PROJECTIONS
(Thousands)

Texas

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	1,646.2	1,809.8	9.9	242.7	246.4	1.5	1,888.9	2,056.2	8.9
25-29	1,159.3	1,003.4	-13.4	185.7	160.4	-13.6	1,345.0	1,163.9	-13.5
30-59	4,033.7	5,932.5	47.1	545.3	878.9	61.2	4,579.0	6,811.4	48.8
60-64	249.8	237.1	-5.1	26.7	22.9	-14.2	276.5	260.0	-6.0
65-75+	146.8	123.4	-15.9	18.3	11.3	-38.6	165.2	134.7	-18.4
Total Labor Force	7,235.8	9,106.3	25.9	1,018.8	1,319.9	29.6	8,254.5	10,426.2	26.3

Virginia

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	497.6	444.7	-10.6	146.8	157.4	7.2	644.4	602.1	-6.6
25-29	305.5	250.4	-18.0	95.4	101.7	6.6	400.9	352.1	-12.2
30-59	1,251.0	1,791.3	43.2	356.5	553.4	55.2	1,607.5	2,344.6	45.9
60-64	98.1	80.1	-18.4	26.2	22.6	-13.7	124.3	102.7	-17.4
65-75+	62.4	52.5	-15.8	17.1	12.9	-24.2	79.5	65.5	-17.6
Total Labor Force	2,214.6	2,619.0	18.3	641.9	847.9	32.1	2,856.5	3,466.9	21.4

West Virginia

Age Group	White 1985	White 2000	White Percent Change	Non-White 1985	Non-White 2000	Non-White Percent Change	Total 1985	Total 2000	Total Percent Change
15-24	212.1	202.0	-4.8	7.8	6.8	-13.2	219.9	208.8	-5.1
25-29	128.8	119.7	-7.1	5.1	4.2	-18.6	134.0	123.9	-7.5
30-59	525.3	694.5	32.2	16.7	23.6	41.2	542.1	718.1	32.5
60-64	39.4	33.6	-14.7	1.4	0.8	-40.0	40.8	34.4	-15.6
65-75+	26.4	20.2	-23.3	1.1	0.6	-47.3	27.5	20.8	-24.3
Total Labor Force	932.0	1,070.1	14.8	32.2	36.0	11.8	964.3	1,106.1	14.7

SOURCE: National Planning Association, population estimates;
Bureau of Labor Statistics, labor force participation rates.

EMPLOYMENT CHANGES, 1986 - 2000

United States

	Total Employment (thousands) 1986	2000	Change in Employment 1986-2000	Percent Change 1986-2000	Percent Distribution By Industries 1986	2000
Agriculture	4,723.8	4,269.1	-454.7	-9.63%	3.82%	2.83%
Farm Workers	3,487.7	2,568.0	-919.6	-26.37%	2.82%	1.70%
Agricultural Services	1,236.1	1,701.1	464.9	37.61%	1.00%	1.13%
Mining	1,007.7	1,043.4	35.6	3.54%	0.82%	0.69%
Construction	6,519.0	7,825.9	1,306.9	20.05%	5.28%	5.18%
Manufacturing	19,480.2	18,741.3	-738.9	-3.79%	15.77%	12.41%
Transportation and Communication	5,718.6	6,288.8	570.3	9.97%	4.63%	4.16%
Trade	26,889.7	34,033.5	7,143.8	26.57%	21.77%	22.54%
Wholesale Trade	6,283.6	7,543.5	1,259.9	20.05%	5.09%	5.00%
Retail Trade	20,606.1	26,490.0	5,883.9	28.55%	16.68%	17.54%
Financial, Insurance, and Real Estate	8,984.6	10,785.9	1,801.3	20.05%	7.27%	7.14%
Services	31,050.3	45,728.3	14,678.0	47.27%	25.14%	30.28%
Government	19,137.3	22,298.0	3,160.7	16.52%	15.49%	14.77%
Total	123,511.1	151,014.2	27,503.1	22.27%	100.00%	100.00%

SREB States

	Total Employment (thousands) 1986	2000	Change in Employment 1986-2000	Percent Change 1986-2000	Percent Distribution By Industries 1986	2000
Agriculture	1,770.5	1,510.5	-260.0	-14.7%	4.4%	3.0%
Farm Workers	1,381.6	984.6	-397.0	-28.7%	3.4%	1.9%
Agricultural Services	388.9	525.9	136.9	35.2%	1.0%	1.0%
Mining	596.4	619.9	23.5	3.9%	1.5%	1.2%
Construction	2,487.4	3,020.9	533.5	21.5%	6.2%	5.9%
Manufacturing	5,925.7	6,102.4	176.7	3.0%	14.7%	12.0%
Transportation and Communication	1,898.6	2,240.7	342.2	18.0%	4.7%	4.4%
Trade	8,820.4	11,857.0	3,036.5	34.4%	21.9%	23.3%
Wholesale Trade	1,979.8	2,504.4	524.6	26.5%	4.9%	4.9%
Retail Trade	6,840.6	9,352.6	2,512.0	36.7%	17.0%	18.4%
Financial, Insurance, and Real Estate	2,703.0	3,477.7	774.8	28.7%	6.7%	6.8%
Services	9,277.3	13,873.0	4,595.7	49.5%	23.0%	27.2%
Government	6,846.1	8,216.2	1,370.1	20.0%	17.0%	16.1%
Total	40,325.4	50,918.3	10,592.9	26.3%	100.0%	100.0%

Source: National Planning Association

EMPLOYMENT CHANGES, 1986 - 2000

Alabama

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	92.2	70.1	-22.1	-23.9%	5.0%	3.3%
Farm Workers	77.3	51.6	-25.6	-33.2%	4.2%	2.4%
Agricultural Services	14.9	18.5	3.6	24.1%	0.8%	0.9%
Mining	12.8	13.2	0.4	3.4%	0.7%	0.6%
Construction	93.4	111.9	18.5	19.8%	5.1%	5.2%
Manufacturing	364.3	373.1	8.9	2.4%	19.9%	17.4%
Transportation and Communication	80.0	91.2	11.2	14.0%	4.4%	4.3%
Trade	362.1	455.5	93.4	25.8%	19.8%	21.3%
Wholesale Trade	84.7	101.3	16.6	19.6%	4.6%	4.7%
Retail Trade	277.4	354.3	76.8	27.7%	15.2%	16.5%
Financial, Insurance, and Real Estate	97.9	117.4	19.4	19.9%	5.4%	5.5%
Services	368.9	492.0	123.1	33.4%	20.2%	23.0%
Government	355.7	417.2	61.5	17.3%	19.5%	19.5%
Total	1,827.3	2,141.6	314.3	17.2%	100.0%	100.0%

Arkansas

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	89.5	65.2	-24.4	-27.2%	6.8%	4.2%
Farm Workers	80.2	55.5	-24.7	-30.8%	7.2%	4.2%
Agricultural Services	9.3	9.7	0.4	4.2%	0.7%	0.6%
Mining	9.4	9.7	0.3	3.4%	0.7%	0.6%
Construction	61.3	73.5	12.1	19.8%	4.6%	4.8%
Manufacturing	219.5	231.0	11.5	5.3%	16.6%	15.0%
Transportation and Communication	59.1	70.5	11.4	19.3%	4.5%	4.6%
Trade	223.4	288.4	65.0	29.1%	16.9%	18.8%
Wholesale Trade	44.6	55.9	11.4	25.5%	3.4%	3.6%
Retail Trade	178.8	232.5	53.7	30.0%	13.5%	15.1%
Financial, Insurance, and Real Estate	59.1	72.1	13.0	22.1%	4.5%	4.7%
Services	230.0	327.3	97.3	42.3%	17.4%	21.3%
Government	158.4	190.0	31.7	20.0%	12.0%	12.4%
Total	1,109.6	1,327.7	218.1	19.7%	100.0%	100.0%

Source: National Planning Association

EMPLOYMENT CHANGES, 1986 - 2000

Florida

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	212.8	253.1	40.3	18.9%	3.7%	3.2%
Farm Workers	96.1	76.7	-19.4	-20.1%	1.7%	1.0%
Agricultural Services	116.7	176.4	59.6	51.1%	2.1%	2.2%
Mining	13.4	13.9	0.5	3.8%	0.2%	0.2%
Construction	404.1	497.7	93.6	23.2%	7.1%	6.3%
Manufacturing	535.4	626.3	90.9	17.0%	9.4%	7.9%
Transportation and Communication	268.1	334.8	66.8	24.9%	4.7%	4.2%
Trade	1,383.0	1,991.2	608.2	44.0%	24.3%	25.1%
Wholesale Trade	293.1	403.0	109.9	37.5%	5.2%	5.1%
Retail Trade	1,089.9	1,588.2	498.3	45.7%	19.2%	20.0%
Financial, Insurance, and Real Estate	526.7	736.8	210.1	39.9%	9.3%	9.3%
Services	1,563.3	2,507.0	943.6	60.4%	27.5%	31.6%
Government	779.7	978.3	198.6	25.5%	13.7%	12.3%
Total	5,686.4	7,939.1	2,252.6	39.6%	100.0%	100.0%

Georgia

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	108.4	90.1	-18.3	-16.9%	3.3%	2.2%
Farm Workers	85.6	62.2	-23.4	-27.3%	2.6%	1.5%
Agricultural Services	22.8	27.9	5.1	22.5%	0.7%	0.7%
Mining	10.5	10.8	0.2	2.2%	0.3%	0.3%
Construction	200.4	244.9	44.5	22.2%	6.2%	6.0%
Manufacturing	561.3	570.5	9.3	1.6%	17.2%	14.0%
Transportation and Communication	176.3	217.7	41.3	23.4%	5.4%	5.3%
Trade	755.8	1,044.6	288.8	38.2%	23.2%	25.6%
Wholesale Trade	220.7	300.8	80.1	36.3%	6.8%	7.4%
Retail Trade	535.1	743.8	208.7	39.0%	16.4%	18.2%
Financial, Insurance, and Real Estate	205.1	258.9	53.7	26.2%	6.3%	6.3%
Services	670.9	989.1	318.2	47.4%	20.6%	24.2%
Government	568.1	691.8	123.7	21.8%	17.4%	16.9%
Total	3,256.8	4,118.3	861.5	26.5%	100.0%	100.8%

Source: National Planning Association

EMPLOYMENT CHANGES, 1986 - 2000

Kentucky

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	147.6	120.1	-27.5	-18.6%	8.6%	6.0%
Farm Workers	133.1	98.2	-34.9	-26.2%	7.7%	4.9%
Agricultural Services	14.5	21.9	7.4	51.5%	0.8%	1.1%
Mining	49.6	51.2	1.6	3.2%	2.9%	2.6%
Construction	100.7	119.0	18.3	18.2%	5.9%	5.9%
Manufacturing	258.0	253.0	-5.0	-1.9%	15.0%	12.6%
Transportation and Communication	80.4	86.9	6.5	8.1%	4.7%	4.3%
Trade	352.3	445.2	92.9	26.4%	20.5%	22.2%
Wholesale Trade	73.0	90.2	17.2	23.6%	4.2%	4.5%
Retail Trade	279.3	355.0	75.7	27.1%	16.2%	17.7%
Financial, Insurance, and Real Estate	96.4	113.2	16.8	17.4%	5.6%	5.6%
Services	356.5	501.9	145.5	40.8%	20.7%	25.0%
Government	277.6	315.1	37.4	13.5%	16.2%	15.7%
Total	1,719.0	2,005.5	286.6	16.7%	100.0%	100.0%

Louisiana

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	71.4	55.4	-16.0	-22.4%	3.8%	2.4%
Farm Workers	55.4	37.1	-18.3	-33.1%	2.9%	1.6%
Agricultural Services	16.0	18.3	2.3	14.7%	0.8%	0.8%
Mining	67.8	70.0	2.2	3.2%	3.6%	3.0%
Construction	110.4	133.2	22.8	20.7%	5.8%	5.7%
Manufacturing	169.8	163.7	-6.1	-3.6%	9.0%	7.1%
Transportation and Communication	111.6	123.8	12.2	10.9%	5.9%	5.3%
Trade	418.9	542.7	123.9	29.6%	22.2%	23.4%
Wholesale Trade	88.6	104.4	15.8	17.8%	4.7%	4.5%
Retail Trade	330.2	438.3	108.1	32.7%	17.5%	18.9%
Financial, Insurance, and Real Estate	118.3	150.6	32.3	27.3%	6.3%	6.5%
Services	461.8	653.9	192.1	41.6%	24.4%	28.2%
Government	358.9	425.7	66.7	18.6%	19.0%	18.4%
Total	1,888.8	2,318.9	430.1	22.8%	100.0%	100.0%

Source: National Planning Association

EMPLOYMENT CHANGES, 1986 - 2000

Maryland

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	48.3	46.5	-1.8	-3.7%	2.0%	1.6%
Farm Workers	28.0	21.9	-6.1	-21.8%	1.2%	0.7%
Agricultural Services	20.2	24.6	4.3	21.4%	0.8%	0.8%
Mining	3.5	3.6	0.1	2.0%	0.1%	0.1%
Construction	165.1	198.1	33.0	20.0%	6.9%	6.7%
Manufacturing	215.3	186.7	-28.6	-13.3%	9.0%	6.3%
Transportation and Communication	104.0	108.8	4.8	4.6%	4.4%	3.7%
Trade	534.9	668.9	134.0	25.0%	22.5%	22.6%
Wholesale Trade	110.8	137.1	26.3	23.7%	4.7%	4.6%
Retail Trade	424.1	531.8	107.7	25.4%	17.8%	17.9%
Financial, Insurance, and Real Estate	175.6	202.0	26.4	15.0%	7.4%	6.8%
Services	669.1	1,027.1	358.0	53.5%	28.1%	34.7%
Government	465.2	521.1	55.8	12.0%	19.5%	17.6%
Total	2,380.9	2,962.6	581.7	24.4%	100.0%	100.0%

Mississippi

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	86.4	60.9	-25.5	-29.5%	7.7%	5.4%
Farm Workers	77.6	51.0	-26.6	-34.3%	6.9%	4.0%
Agricultural Services	8.8	9.9	1.1	12.8%	0.8%	0.9%
Mining	12.1	12.5	0.5	3.8%	1.1%	1.1%
Construction	49.3	58.5	9.2	18.6%	4.4%	5.2%
Manufacturing	228.3	234.9	6.7	2.9%	20.2%	20.8%
Transportation and Communication	45.5	52.5	7.0	15.5%	4.0%	4.7%
Trade	219.3	279.0	59.7	27.2%	19.4%	24.7%
Wholesale Trade	44.0	54.3	10.3	23.5%	3.9%	4.8%
Retail Trade	175.3	224.7	49.4	28.2%	15.5%	19.9%
Financial, Insurance, and Real Estate	54.0	63.8	9.8	18.2%	4.8%	5.7%
Services	217.6	276.6	59.0	27.1%	19.3%	24.5%
Government	215.8	248.3	32.5	15.1%	19.1%	22.0%
Total	1,128.2	1,287.1	158.9	14.1%	100.0%	114.1%

Source: National Planning Association

EMPLOYMENT CHANGES, 1986 - 2000

North Carolina

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	151.9	118.8	-33.1	-21.8%	4.5%	2.9%
Farm Workers	122.7	80.1	-42.6	-34.7%	3.6%	1.9%
Agricultural Services	29.2	38.7	9.5	32.5%	0.9%	0.9%
Mining	5.1	5.3	0.1	2.5%	0.2%	0.1%
Construction	214.5	258.9	44.4	20.7%	6.3%	6.3%
Manufacturing	842.3	863.0	20.7	2.5%	24.7%	20.9%
Transportation and Communication	145.3	170.8	25.5	17.6%	4.3%	4.1%
Trade	688.6	921.5	232.9	33.8%	20.2%	22.3%
Wholesale Trade	150.2	180.6	30.4	20.3%	4.4%	4.4%
Retail Trade	538.3	740.8	202.5	37.6%	15.8%	17.9%
Financial, Insurance, and Real Estate	171.9	203.6	31.7	18.5%	5.0%	4.9%
Services	659.2	944.5	285.3	43.3%	19.3%	22.8%
Government	531.6	649.3	117.7	22.1%	15.6%	15.7%
Total	3,410.4	4,135.7	725.2	21.3%	100.0%	100.0%

Oklahoma

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	105.5	83.3	-22.2	-21.0%	6.7%	4.3%
Farm Workers	95.3	72.5	-22.9	-24.0%	6.1%	3.7%
Agricultural Services	10.2	10.8	0.7	6.6%	0.6%	0.6%
Mining	81.2	84.7	3.5	4.3%	5.2%	4.4%
Construction	73.0	88.2	15.2	20.8%	4.7%	4.6%
Manufacturing	163.8	177.1	13.3	8.1%	10.4%	9.2%
Transportation and Communication	71.6	80.2	8.6	12.0%	4.6%	4.1%
Trade	327.9	426.6	98.6	30.1%	20.9%	22.0%
Wholesale Trade	67.1	82.4	15.2	22.7%	4.3%	4.3%
Retail Trade	260.8	344.2	83.4	32.0%	16.6%	17.8%
Financial, Insurance, and Real Estate	102.2	130.2	28.0	27.4%	6.5%	6.7%
Services	338.8	500.3	161.4	47.6%	21.6%	25.8%
Government	304.1	365.2	61.2	20.1%	19.4%	18.9%
Total	1,568.2	1,935.9	367.7	23.4%	100.0%	100.0%

Source: National Planning Association

EMPLOYMENT CHANGES, 1986 - 2000

South Carolina

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	63.4	50.6	-12.8	-20.2%	3.7%	2.4%
Farm Workers	49.8	32.9	-16.9	-34.0%	2.9%	1.5%
Agricultural Services	13.6	17.7	4.1	30.3%	0.8%	0.8%
Mining	2.5	2.6	0.1	2.0%	0.1%	0.1%
Construction	109.4	133.2	23.8	21.7%	6.3%	6.2%
Manufacturing	370.2	368.5	-1.6	-0.4%	21.5%	17.2%
Transportation and Communication	60.5	74.8	14.2	23.5%	3.5%	3.5%
Trade	349.8	499.1	149.3	42.7%	20.3%	23.3%
Wholesale Trade	64.7	86.2	21.4	33.1%	3.8%	4.0%
Retail Trade	285.0	412.9	127.9	44.9%	16.5%	19.3%
Financial, Insurance, and Real Estate	88.6	118.4	29.8	33.6%	5.1%	5.5%
Services	342.4	487.0	144.6	42.2%	19.9%	22.7%
Government	337.7	408.2	70.6	20.9%	19.6%	19.1%
Total	1,724.5	2,142.4	417.8	24.2%	100.0%	100.0%

Tennessee

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	137.1	106.9	-30.3	-22.1%	5.6%	3.6%
Farm Workers	122.4	88.4	-34.0	-27.8%	5.0%	3.0%
Agricultural Services	14.8	18.5	3.8	25.4%	0.6%	0.6%
Mining	8.3	8.5	0.2	2.7%	0.3%	0.3%
Construction	120.7	143.9	23.2	19.2%	4.9%	4.9%
Manufacturing	494.4	481.4	-13.0	-2.6%	20.2%	16.4%
Transportation and Communication	105.4	124.3	18.9	18.0%	4.3%	4.2%
Trade	540.1	697.3	157.2	29.1%	22.0%	23.8%
Wholesale Trade	129.8	146.5	16.7	12.9%	5.3%	5.0%
Retail Trade	410.3	550.8	140.5	34.2%	16.7%	18.8%
Financial, Insurance, and Real Estate	137.0	160.5	23.6	17.2%	5.6%	5.5%
Services	557.7	798.0	240.3	43.1%	22.8%	27.2%
Government	349.6	409.1	59.5	17.0%	14.3%	14.0%
Total	2,450.3	2,930.0	479.6	19.6%	100.0%	100.0%

Source: National Planning Association

EMPLOYMENT CHANGES, 1986 - 2000

Texas

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	321.0	278.0	-43.0	-13.4%	3.9%	2.6%
Farm Workers	251.3	182.2	-69.2	-27.5%	3.0%	1.7%
Agricultural Services	69.7	95.8	26.1	37.5%	0.8%	0.9%
Mining	262.8	275.8	13.0	5.0%	3.2%	2.5%
Construction	541.2	666.2	125.0	23.1%	6.5%	6.1%
Manufacturing	980.1	1,057.9	77.8	7.9%	11.8%	9.7%
Transportation and Communication	410.5	502.3	91.8	22.4%	5.0%	4.6%
Trade	1,895.3	2,599.5	704.3	37.2%	22.9%	23.9%
Wholesale Trade	452.0	570.9	118.9	26.3%	5.5%	5.3%
Retail Trade	1,443.2	2,028.6	585.4	40.6%	17.4%	18.7%
Financial, Insurance, and Real Estate	644.3	872.0	227.8	35.4%	7.8%	8.0%
Services	1,923.8	2,983.4	1,059.6	55.1%	23.2%	27.5%
Government	1,304.6	1,625.7	321.1	24.6%	15.7%	15.0%
Total	8,283.5	10,860.8	2,577.3	31.1%	100.0%	100.0%

Virginia

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	103.4	86.9	-16.5	-15.9%	3.3%	2.2%
Farm Workers	78.7	54.5	-24.3	-30.8%	2.5%	1.4%
Agricultural Services	24.6	32.5	7.8	31.7%	0.8%	0.8%
Mining	18.3	18.7	0.4	1.9%	0.6%	0.5%
Construction	206.5	250.0	43.5	21.1%	6.5%	6.3%
Manufacturing	432.3	440.5	8.2	1.9%	13.7%	11.1%
Transportation and Communication	140.5	162.7	22.2	15.8%	4.4%	4.1%
Trade	610.9	807.0	196.1	32.1%	19.3%	20.3%
Wholesale Trade	125.0	155.7	30.7	24.6%	4.0%	3.9%
Retail Trade	485.9	651.3	165.4	34.0%	15.4%	16.4%
Financial, Insurance, and Real Estate	190.5	237.9	47.4	24.9%	6.0%	6.0%
Services	748.1	1,154.2	406.1	54.3%	23.7%	29.0%
Government	710.4	824.4	114.0	16.0%	22.5%	20.7%
Total	3,160.9	3,982.3	821.5	26.0%	100.0%	100.0%

Source: National Planning Association

EMPLOYMENT CHANGES, 1986 - 2000

West Virginia

	Total Employment (thousands)		Change in Employment	Percent Change	Percent Distribution By Industries	
	1986	2000	1986-2000	1986-2000	1986	2000
Agriculture	31.8	24.8	-7.0	-22.0%	4.3%	3.0%
Farm Workers	28.0	20.1	-8.0	-28.4%	3.8%	2.4%
Agricultural Services	3.7	4.7	1.0	25.9%	0.5%	0.6%
Mining	39.1	39.6	0.5	1.2%	5.4%	4.8%
Construction	37.3	43.7	6.4	17.2%	5.1%	5.3%
Manufacturing	90.8	74.6	-16.3	-17.9%	12.4%	9.0%
Transportation and Communication	39.7	39.4	-0.4	-0.9%	5.4%	4.7%
Trade	158.3	190.5	32.1	20.3%	21.7%	22.9%
Wholesale Trade	31.4	35.1	3.7	11.8%	4.3%	4.2%
Retail Trade	126.9	155.4	28.4	22.4%	17.4%	18.7%
Financial, Insurance, and Real Estate	35.4	40.2	4.8	13.7%	4.8%	4.8%
Services	169.3	230.9	61.6	36.4%	23.2%	27.8%
Government	128.8	147.0	18.2	14.1%	17.6%	17.7%
Total	730.5	830.6	100.1	13.7%	100.0%	100.0%

Source: National Planning Association

PROJECTED DISTRIBUTION OF NEW JOBS BY OCCUPATIONAL GROUPS, YEAR 2000
(Thousands)

	Managerial Executive	Professional	Technical	Sales / Clerical	Service	Crafts & Foremen	Laborers	Total
United States								
Number	3,592.5	4,590.4	1,843.4	6,712.9	7,249.4	2,345.4	1,174.1	27,508.2
Percent	13.1%	16.7%	6.7%	24.4%	26.4%	8.5%	4.3%	100.0%
SREB States								
Number	1,396.5	1,610.0	649.6	2,602.0	2,710.0	948.6	676.1	10,5S2.9
Percent	13.2%	15.2%	6.1%	24.6%	25.6%	9.0%	6.4%	100.0%
Alabama								
Number	43.0	47.9	19.4	72.8	85.2	31.6	14.4	314.3
Percent	13.7%	15.2%	6.2%	23.2%	27.1%	10.1%	4.6%	100.0%
Arkansas								
Number	28.6	34.0	14.0	53.9	58.5	20.6	8.3	217.9
Percent	13.1%	15.6%	6.4%	24.7%	26.9%	9.5%	3.8%	100.0%
Florida								
Number	292.2	332.0	132.8	569.6	527.2	182.8	216.2	2,252.7
Percent	13.0%	14.7%	5.9%	25.3%	23.4%	8.1%	9.6%	100.0%
Georgia								
Number	113.8	121.0	49.1	213.0	226.4	77.9	60.1	861.4
Percent	13.1%	13.9%	5.6%	24.4%	26.0%	8.9%	6.9%	98.9%
Kentucky								
Number	37.6	45.1	18.6	74.5	81.5	28.0	1.2	286.6
Percent	13.1%	15.7%	6.5%	26.0%	28.4%	9.8%	0.4%	100.0%
Louisiana								
Number	58.6	66.7	27.0	104.9	114.9	40.0	18.0	430.1
Percent	13.6%	15.5%	6.3%	24.4%	26.7%	9.3%	4.2%	100.0%

SOURCE: National Planning Association, 1987.

PROJECTED DISTRIBUTION OF NEW JOBS BY OCCUPATIONAL GROUPS, YEAR 2000
(Thousands)

	Managerial Executive	Professional	Technical	Sales / Clerical	Service	Crafts & Foremen	Laborers	Total
Maryland								
Number	73.1	104.2	41.4	136.6	153.8	51.7	21.1	581.9
Percent	12.6%	17.9%	7.1%	23.5%	26.4%	8.9%	3.6%	100.0%
Mississippi								
Number	21.9	22.8	9.6	41.0	47.2	16.2	0.3	158.9
Percent	13.8%	14.3%	6.0%	25.8%	29.7%	10.2%	0.2%	100.0%
North Carolina								
Number	93.9	107.2	43.2	170.8	194.5	71.9	43.7	725.2
Percent	12.9%	14.8%	6.0%	23.5%	26.8%	9.9%	6.0%	100.0%
Oklahoma								
Number	49.5	58.4	23.6	88.4	96.6	33.0	18.2	367.7
Percent	13.5%	15.9%	6.4%	24.0%	26.3%	9.0%	4.9%	100.0%
South Carolina								
Number	57.0	56.9	23.2	105.0	113.8	40.1	21.8	417.8
Percent	13.6%	13.6%	5.6%	25.1%	27.2%	9.6%	5.2%	100.0%
Tennessee								
Number	62.2	75.8	31.0	122.8	135.7	41.2	11.0	479.6
Percent	13.0%	15.8%	6.5%	25.6%	28.3%	8.6%	2.3%	100.0%
Texas								
Number	344.1	383.6	154.9	636.7	632.4	228.6	196.9	2,577.2
Percent	13.4%	14.9%	6.0%	24.7%	24.5%	8.9%	7.6%	100.0%
Virginia								
Number	107.1	137.0	54.6	186.9	210.0	75.2	50.8	821.6
Percent	13.0%	16.7%	6.6%	22.7%	25.6%	9.2%	6.2%	100.0%
West Virginia								
Number	14.0	17.6	7.2	25.1	32.2	9.8	-5.8	100.1
Percent	14.0%	17.5%	7.2%	25.1%	32.2%	9.8%	-5.8%	100.0%

SOURCE: National Planning Association, 1987.

Educational Goals for States, Schools, and Colleges

If states are determined to meet or exceed national standards in education by the year 2000, what kinds of goals must they set and reach? And what actions or conditions--what "indicators" of progress--will signal to citizens, educators, and government leaders movement toward meeting long-range educational goals? The goals and a few of the indicators of progress advanced by SREB follow.

BY THE YEAR 2000--
All children will be ready for the first grade.

Indicators of progress include--

Increasing the percentage of "at risk" children served by pre-school and kindergarten programs to 100 percent by the year 2000;

Using readiness assessments for all children prior to their beginning the first grade and providing appropriate developmental programs to meet individual needs.

BY THE YEAR 2000--
Student achievement for elementary and secondary students will be at national levels, or higher.

Indicators of progress include--

Establishing and publicizing specific student achievement goals by schools, districts, and states;

Reporting of student achievement results by divisions such as quartiles--upper one-fourth, middle two-fourths, and lower one-fourth--to keep the focus on helping all students make progress;

Raising steadily the percentages of students meeting academic standards;

Narrowing by one-half the unacceptably large gaps in achievement of students from different racial and ethnic backgrounds.

BY THE YEAR 2000--
The school dropout rate will be reduced by one-half.

Indicators of progress include--

Establishing a system to collect and report state dropout data by race and gender and by schools and districts according to a common definition;

Providing funding to develop programs that identify and help at-risk students, beginning in early grades and continuing through high school completion.

BY THE YEAR 2000--
90 percent of adults will have a high school diploma or equivalency.

Indicators of progress include--

Increasing to 50 percent or higher the percentage of school dropouts who enroll in and complete the General Educational Development program--for black young adults, this will mean doubling the number who complete the program after enrolling;

Increasing dramatically the number of employees participating in business-sponsored "learn and earn" programs to complete a high school equivalency.

BY THE YEAR 2000--
4 of every 5 students entering college will be ready to begin college-level work.

Indicators of progress include--

Establishing standards that include a core of required academic high school courses for admission into four-year colleges and universities;

Increasing the percentage of high school students enrolled in an academic or college preparatory high school track to equal or exceed the percentage of students going on to academic postsecondary programs;

Establishing in every institution of higher education standards for beginning college-level study and assessments to determine if students are prepared to begin this degree-credit study.

BY THE YEAR 2000--
Significant gains will be achieved in the mathematics, sciences, and communications competencies of vocational educaiton students.

Indicators of progress include--

Raising the basic reading, mathematics, and science competencies of students who complete secondary vocational education programs to national averages or higher as measured by programs such as the National Assessment of Educational Progress;

Establishing targets for the percentage of students who complete vocational programs and are successfully placed in related jobs, the military, or pursue further education.

BY THE YEAR 2000--
The percentage of adults who have attended college or earned two-year, four-year, and graduate degrees will be at the national averages or higher.

Indicators of progress include--

Increasing to national averages or higher the rates at which new high school graduates and adults enroll in higher education;

Increasing the percentage of two-year college students who go on to attend senior institutions, currently about 20 percent;

Setting quantitative and qualitative targets for graduate enrollments, with consideration of the proportion of minorities and women enrolled, and creating conditions for growth in selected fields.

BY THE YEAR 2000--
The quality and effectiveness of all colleges and universities will be regularly assessed, with particular emphasis on the performance of undergraduate students.

Indicators of progress include--

Insisting that each institution evaluate the effectiveness of its core curriculum in providing a sound general education for students during the first two years of college;

Insisting that every institution or system of institutions establish graduation and retention goals--with special attention to minority and disadvantaged students.

BY THE YEAR 2000--
All institutions that prepare teachers will have effective teacher education programs that place primary emphasis on the knowledge and performance of graduates.

Indicators of progress include--

Adopting as state policy a continuing state-level emphasis on improving teacher preparation programs that includes the presidents and the arts and sciences and education faculty of all colleges and universities in periodic examination of teacher preparation programs;

Evaluating different approaches to prepare teachers, such as alternative certification, four-year undergraduate, and extended programs, based primarily on performance of graduates and their students;

Increasing threefold the number of minorities graduating from programs to prepare teachers--this means an annual increase of approximately 20 percent each year to the year 2000.

BY THE YEAR 2000--
All states and localities will have schools with improved performance and productivity demonstrated by results.

Indicators of progress include--

Establishing standards and rewards for schools based primarily on outcomes, such as student achievement, attendance, and assessments of students' readiness for postsecondary education and employment;

Focusing on school-site results and rewarding schools for outcomes;

Preparing school board members, superintendents, principals, and teachers to establish goals and operate results-oriented accountability systems.

BY THE YEAR 2000--
Salaries for teachers and faculty will be competitive in the marketplace, will reach important benchmarks, and will be linked to performance measures and standards.

Indicators of progress include--

Agreeing at the state level on appropriate salary goals for teachers and faculty and on a schedule for meeting these goals;

Providing pay plans for teachers and faculty that reward outstanding performance, expanded responsibilities, or expertise in critical areas;

Increasing numbers of teachers and faculty with high performance evaluations who choose to remain in the classroom.

BY THE YEAR 2000--
States will maintain or increase the proportion of state tax dollars for schools and colleges while emphasizing funding aimed at raising quality and productivity.

Indicators of progress include--

Agreeing at the state level on funding plans for schools and colleges that emphasize raising quality and productivity;

Providing annual financial statements to governors, legislators, and citizens on the state's success in implementing funding plans for education.

Challenging the Future

Will we challenge the future? Will we challenge trends for the year 2000 that forecast shortfalls in educational attainment and quality of education and therefore unacceptable standards of living? Will we set goals for education, work to achieve them, and alter the future?

The twelve recommended goals in this document are intended to add to the resolve of state leaders to do more to improve education. They are intended to encourage an even deeper and more sustained commitment to educational improvement from pre-school through graduate school.

Copies of the SREB report Goals for Education Challenge 2000 are available at $5.00 per copy.

Please include prepayment and direct your order to: The Southern Regional Education Board • 592 Tenth Street, N.W. • Atlanta, Georgia 30318-5790 • (404) 875-9211.